



October 31, 2009

Dear NACOLE Members and Conference Participants:

As the president of NACOLE, I am pleased to welcome you to the capital of Texas and to the Fifteenth Annual NACOLE Conference. This year's theme is "Focusing on the Future." The organization's board of directors, NACOLE members, and invited speakers have put a great deal of effort into planning a conference that will be packed with practical guidance and thought-provoking ideas on the future of oversight.

This year's conference will feature outstanding speakers, expert panels and new subjects, along with some of the regular topics that delegates have requested and have come to expect. Highlights include:

- Sessions focusing on the strengths and limitations of different models of oversight.
- The unveiling of national guidelines for citizen oversight professionals.
- A presentation by a U.S. Department of Justice official on the federal government's "pattern or practice" litigation involving police departments.
- Panels that focus on the latest trends in mediation, analyzing police use of force, combating racial profiling and the development of oversight agency performance standards.
- Influential keynote and plenary speakers and presentations on emerging topics in our field, including the enforcement of U.S. immigration laws by the local police and the impact of war veterans who join police forces.
- A performance of "The Rant," a play that involves a police shooting and whose central character investigates police misconduct cases.

We trust that you will make the most of this opportunity to learn from -- and network with -- volunteers and professionals from oversight agencies and other conference participants. By doing so, we are confident that you will leave Austin with concrete information and fresh perspectives on how to promote greater police accountability and improve policing, and that you will feel energized about the future of our profession.

I want to close by thanking the conference planning committee, folks here in the wonderful city of Austin and all those who have worked to ensure that this will be one of our best conferences ever.

With best regards,

Philip K. Eure
NACOLE President



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Focusing on the Future

15th Annual Conference
October 31 – November 3, 2009
Austin, Texas

The National Association for Civilian Oversight of Law Enforcement would like to thank the following agencies, businesses, and individuals whose generosity has helped to make this year's conference possible.

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Julian Garza, Sonia Arredondo

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Dr. Michael Lauderdale, School of Social Work
Dr. Gregory J. Vincent, Vice-President for Diversity and Community Engagement

The following individuals are the founders and past-presidents of the National Association for Civilian Oversight of Law Enforcement. Without their vision, hard work, and dedication, NACOLE would not be what it is today.

FOUNDERS

The Founders met for the first time in 1993 in Cambridge, Massachusetts to discuss their vision for NACOLE and then again, nine years later to be recognized for their accomplishments.

Donald Casimere

Cambridge, Massachusetts 1993 & 2002

Clyde B. Davis

Cambridge, Massachusetts 1993 & 2002

Felicia Davis

Cambridge, Massachusetts 1993 & 2002

James L. Johnson

Cambridge, Massachusetts 1993 & 2002

Robin Lolar

Cambridge, Massachusetts 1993 & 2007

Malvina Monteiro

Cambridge, Massachusetts 1993 & 2002

Brian C. Reeder

First President of NACOLE
Cambridge, Massachusetts 1993 & 2002

Larna Spearman

Cambridge, Massachusetts 1993 & 2002

PAST-PRESIDENTS

Brian C. Reeder

Indianapolis, Indiana

1999-2001

Sue L Quinn

San Diego, California

2001-2003

Malvina Monteiro

Cambridge, Massachusetts

2003-2005

Barbara Attard

San Francisco, California

2005-2006

Pierce Murphy

Boise, Idaho

2006-2007

Eduardo Diaz, Ph.D.

Miami, Florida

2007-2008

The following individuals have been recognized over the years by the National Association of Civilian Oversight of Law Enforcement for their outstanding contribution to the continuation and growth of civilian oversight.

JOHN CREW

CHAMPION OF OVERSIGHT AWARD
DENVER, CO 2001

MERRICK BOBB

LIFETIME ACHIEVEMENT AWARD
LOS ANGELES, CA 2003

TERESA GUERRERO-DALEY

ACHIEVEMENT IN OVERSIGHT AWARD
CHICAGO, IL 2004

SAMUEL WALKER

OUTSTANDING ACHIEVEMENT AWARD
MIAMI, FLORIDA 2005

STATE SENATOR GLORIA ROMERO

LEGISLATIVE CHAMPION AWARD
SAN JOSE, CALIFORNIA 2006

STATE ASSEMBLYMAN MARK LENO

LEGISLATIVE CHAMPION AWARD
SAN JOSE, CALIFORNIA 2007

MARK SCHLOSBERG

LEGISLATIVE CHAMPION AWARD
SAN JOSE, CALIFORNIA 2007

DONALD CASIMERE

ACHIEVEMENT IN OVERSIGHT AWARD
CINCINNATI, OHIO 2008

Daily Schedule

Saturday, October 31st


- 8:30 a.m. Registration Begins
- 10:30 a.m. Models of Oversight: Real-Life Examples of the Success (and Limitations) of Different Oversight Models
- 1:30 p.m. Incident Analysis: Different Perspectives
- 3:15 p.m. National Guidelines for Civilian Oversight Professionals
- 4:30 p.m. Model Specific Roundtables
- 7:00 p.m. Welcoming Reception

Sunday, November 1st

- 8:30 a.m. Best Practices for Investigating and Auditing Less-Lethal Force
- 8:30 a.m. Immigration Issues and Citizen Oversight
- 10:30 a.m. Oversight of Jails & Prisons
- 10:30 a.m. Making the Grade: Performance Standards Aimed at Getting an "A"
- 1:30 p.m. Citizen Complaints and Officer Dissatisfaction: Better Resolution Through Mediation
- 1:30 p.m. Inter-Agency Collaboration for Enhanced Civilian Oversight
- 3:15 p.m. Cooperatively Investigating Lethal Use of Force Incidents: An LAPD Case Study
- 3:15 p.m. R.E.S.P.E.C.T.: Finding Out What it Means to Youth and Law Enforcement
- 7:30 p.m. *The Rant*, A play by Andrew Case

Daily Schedule

Monday, November 2nd

- 8:30 a.m. Plenary Address: Shanetta Cutlar, Special Litigations Section, Civil Rights Division, U.S. Department of Justice
- 10:15 a.m. Promoting Fair and Impartial Policing: A Comprehensive Program for Addressing Bias in Policing
- 10:15 a.m. Ethics, Integrity & the Police Culture – Examining the Police Code of Silence
- 12:00 p.m. Luncheon:
Featured Speaker: Craig Watkins, District Attorney Dallas, Texas
- 1:45 p.m. Returning Veterans: The Effect of the War in Iraq on Policing in the United States and Violence in Our Community
- 1:45 p.m. Force Science Institute: A Presentation by Dr. Bill Lewinsky
- 3:30 p.m. NACOLE General Meeting & Elections
- 7:00 p.m. Sankofa Reception 

Tuesday, November 3rd

- 8:30 a.m. The Reality of Working With the Mentally Ill
- 8:30 a.m. Police Equity Research: Partnerships for Transparency and Accountability
- 10:30 a.m. Refocusing the Vision, Focusing on the Future
- 12:00 p.m. Conference Concludes

SESSION DETAILS

8:30 am Registration Begins

10:30 am Session One

Models of Oversight: Real-life Examples of The Success (and Limitations) of Different Civilian Oversight Models

This session will give several real-life examples of how the presence of a civilian oversight agency effected how a complaint or issue was resolved. The examples will highlight the advantages and limitations present in each situation. Each presentation will provide a nuts and bolts description of what the agency did in connection with the complaint or issue including how the role and authority of the agency shaped its approach and advanced and/or limited its actions.

Presenters:

Stephen Muffler, Executive Director, Citizen Review Board, Key West, FL

Liana Perez, Independent Police Auditor, Tucson, AZ

Jayson Wechter, Investigator, Office of Citizen Complaints, San Francisco, CA

1:30 pm Session Two

Incident Analysis: Different Perspectives

In this session police Incidents will be analyzed from the perspective of the different players involved. The goal is to appreciate the variety of issues raised by one incident and where perspectives overlap or diverge, depending on the role and interests of the player.

For instance, in a use of force complaint, the complainant could focus on the physical injuries, establishing liability and/or contesting criminal charges. The involved officer will be concerned with defending the use of force. Complaint investigators will consider potential misconduct issues and might consider potential policy changes. Command staff might be concerned with tactical questions, liability issues, and risk management. Union representative might focus on the duty to represent the officer and broader labor implications. Civilian oversight organizations will be concerned about accountability and transparency, while community groups might be interested in other social and political issues related to the incident.

Presenters:

Corporal Michael Bowen, Vice-President, Austin Police Association, Austin, TX

Al Eells, Assistant Chief, Austin Police Department, Austin, TX

Kathryn Olson, Director, Office of Professional Accountability, Seattle Police Department, Seattle, WA

Debbie Russell, President, ACLU of Texas, Central Texas (Austin) Chapter, Austin, TX

3:15 pm Session Three

National Guidelines for Civilian Oversight Professionals

A working group, which included the Police Assessment Resource Center (PARC), recently produced a national guideline for civilian oversight professionals, principally monitors. These guidelines will be formally presented for the first time at the NACOLE Conference in Austin.

Presenters:

Andre Birotte, Jr., Inspector General, Office of the Inspector General, Los Angeles, CA

Merrick Bobb, President and Founding Director, PARC, Los Angeles, CA

Michael Bromwich, Independent Monitor, District of Columbia Police Department, Fried Frank Harris Shriver & Jacobson, LLP, Washington, DC

Assistant Chief Ralph Godbee, Detroit Police Department, Detroit, MI

4:30 pm Session Four

Model Specific Roundtables

This is the second year that NACOLE has featured these model-specific workshops. Developed in response to requests from conference attendees through the years, the workshops allow oversight practitioners to meet with others working in similar agencies and/or boards or commissions. Separate meeting spaces/rooms have been reserved for the individual meetings.

The roundtable discussions provide a forum at the start of the conference for attendees to meet others working in like-models of oversight to discuss issues and methods pertinent to their specific brand of oversight. With the assistance of facilitators, attendees will be free to structure the discussion as they choose or as the discussions lead. It will also be an opportunity to plan meetings later in the conference, regional meetings, and/or discuss new/better ways NACOLE can work for you.

Auditor/Monitor Model:

Samuel Walker, Ph.D. Professor Emeritus, University of Nebraska at Omaha, Omaha, NE

Michael Gennaco, Esq., Chief Attorney, Los Angeles Office of Independent Review, Commerce, CA

Commission/Board Model:

Cris Beamud, Esq., Executive Director, Atlanta Citizen Review Board, Atlanta, GA

Sue Quinn, MA, MFT, NACOLE Past President, San Diego, CA

Investigative Model:

Joyce Hicks, Esq., Executive Director, Office of Citizen Complaints, San Francisco, CA

Kathryn Olson, Esq., Director, Seattle Office of Professional Accountability, Seattle, WA

International Roundtable:

Barbara Attard, MPA, NACOLE Past President, San Francisco, CA

Eileen Luna, Esq., Associate Professor, American Indian Law and Policy, University of Arizona, Tucson, AZ

7:00 pm Welcoming Reception
City Hall
Austin, Texas

Please join us for a reception welcoming you to the City Austin. Hors d'oeuvres will be served with a cash bar available.

We feel very fortunate to have our opening reception in one of Austin's architectural gems. The building was designed in a manner to reflect the natural beauty and the uniqueness of Austin. The structure reflects the concept that those who work inside and outside of the building should be able to come together in an environment of respect and openness to ensure good policy and good government. The building and plaza truly serve as a gathering place for the community.

In addition, we hope you will take advantage of the "Halloween on Sixth" celebration just a short walk away from our reception. You will be able to join Austinites for an evening of fun, treats and hopefully very few tricks.

8:30 am Session Five - Concurrent Session

Best Practices for Investigating and Auditing Less-Lethal Force

Many law enforcement agencies perform extensive investigations and audits of potentially lethal uses of force, but most law enforcement or civilian review agencies do not always review or audit the investigations of officers' use of less-lethal force, such as firm grips or take downs or even the use of Tasers or pepper spray, all of which have the potential to result in injury to the suspects and/or officers. Furthermore, these types of uses of force can result in complaints or claims for damages, or may even draw attention to a pattern or practice of inappropriate policing or inadequate training.

As such, it is valuable for law enforcement and oversight agencies to systematically investigate and audit these uses of force. The panelists will discuss procedures for reporting and investigating these incidents, including the role and response of individual officers, their supervisors, auditors, and civilian oversight professionals, and the benefits of such reporting, investigation, and auditing policies.

Presenters:

Jennifer Gomez, Performance Auditor III, Office of the Inspector General, Los Angeles, CA
Kathryn Olson, Director, Office of Professional Accountability, Seattle, WA
Kesha D. Taylor, Chief Investigator, Office of Police Complaints, Washington, DC
Commander Rick Webb, Internal Affairs, Los Angeles Police Department, Los Angeles, CA

Moderator:

Teresa Magula, Special Investigator II, Office of the Inspector General, Los Angeles, CA

8:30 am Session Six - Concurrent Session

Immigration Issues and Citizen Oversight

Responding to rising sentiment in some communities against the presence of large numbers of immigrants in the United States, an increasing number of police and correction departments have adopted policies allowing officers to check the immigration status of people who are stopped, arrested, or incarcerated. These policies have raised important concerns about whether some departments are unlawfully targeting people who look Hispanic or are otherwise engaged in racial profiling. Such policies may undermine efforts by law enforcement to enlist the support of a diverse public in combating crime.

Some Sheriffs are letting U.S. Immigration Customs and Enforcements (ICE) agents inside the county jail to make sure that unauthorized immigrants are not released into communities after their sentences. This panel will explore whether citizen oversight agencies can, through their policy and review function, mitigate some of the harsher (and possibly discriminatory) effects of these policies aimed at identifying undocumented aliens with criminal records.

Presenters:

Eduardo I. Diaz, PhD, NACOLE Past-President, Executive Director, Miami-Dade County Independent Review Panel Miami, FL
Sheriff Greg Hamilton, Travis County Sheriff's Department, Austin, TX
James Harrington, Executive Director, Texas Civil Rights Project, Austin, TX
Barbara Hines, Clinical Professor, The University of Texas at Austin School of Law, Hines and Leigh, P.C. Austin, TX

10:30 am Session Seven – Concurrent Session

Oversight of Jails & Prisons

This session will provide a well-rounded discussion and overview of the Inmate Complaint Process. It will also touch on the various issues confronting inmates and custody staff. This will include, but not be limited to, dealing with medical and mental health needs, as well as staffing, training, and funding needs.

Presenters:

Diana Claitor, Texas Jail Project, Austin, TX

Stephen Connolly, Executive Director, Orange County Office of Independent Review, Santa Ana, CA

Michele Deitch, Adjunct Professor at University of Texas at Austin, Austin, TX

Diane Wilson, Texas Jail Project, Austin, TX

10:30 am Session Eight – Concurrent Session

Making the Grade: Performance Standards Aimed at Getting an “A”

With scarce public resources in these fiscally austere times, police oversight bodies must prove their worth like never before if they want to continue to exist with adequate funding in the future. This presentation is intended to furnish oversight agencies with the tools to show how they are performing while addressing workload and backlog issues that are being more closely scrutinized. The two panelists, representing the Commission for Public Complaints Against the Royal Canadian Mounted Police (CPC) and the New York City Civilian Complaint Review Board (CCRB), will describe the internal and external performance standards and measures they instituted with the goal of increasing the accountability, efficiency and the relevance of both agencies.

Through the presentations made by key representatives of the CPC and CCRB, the audience will come away with practical guidance as to how performance indicators can be used in all types of oversight settings, investigative or monitor-like, large and small. This forward-looking discussion of the initiatives in Canada and New York City will shed light on the benefits of greater transparency and enhanced accountability that can accrue both to oversight bodies and their partner law enforcement agencies.

Presenters:

Kevin Brosseau, Senior Director, Operations, Commission for Public Complaints Against the RCMP,
Ottawa, Ontario

Marcos Soler, Director of Research and Strategic Initiatives, New York City Civilian Complaint Review
Board, New York, NY

Moderator:

Philip K. Eure, NACOLE President, Executive Director, Office of Police Complaints, Washington, DC

1:30 pm Session Nine – Concurrent Session

Citizen Complaints and Officer Dissatisfaction: Better Resolution Through Mediation

Citizen complaints against police are traditionally handled as internal affairs investigations and often result in "not sustained" findings and low satisfaction for community members and officers alike. Community-police mediation programs in New York City, San Francisco, Washington D.C. and Denver have begun referring complaints to mediation in large numbers, resulting in higher satisfaction for citizens and officers alike, increased timeliness and improved citizen and officer behavior. Learn how to create a successful mediation program and how to ensure its long-term success through objective evaluation criteria. Learn the differences between the four largest community-police mediation programs in the country and the strengths and weaknesses of the various models. Learn how mediation can improve community-police relationships and improve your standing with your police unions and your rank and file officers.

Presenters:

Lisa Cohen, Director of Mediation, New York City Citizen Complaint Review Board, New York, NY

Philip Eure, NACOLE President, Executive Director, Office of Police Complaints, Washington, DC

Joyce Hicks, Executive Director, Office of Citizen Complaints, San Francisco, CA

Richard Rosenthal, NACOLE Board Member, Independent Monitor, City & County of Denver, Denver, CO

1:30 pm Session Ten – Concurrent Session

Inter-Agency Collaboration for Enhanced Civilian Oversight

The relationship between civilian overseers and law enforcement is often antagonistic. However, it does not necessarily have to be that way. The insight civilian overseers gain from their review of police operations can be of assistance to law enforcement agencies interested in improving their existing systems.

Different entities can recognize the experience and insight each can bring to the table when evaluating a police department's existing procedures as well as individual investigations and reports.

Panelists will discuss their respective experiences working as part of a collaborative effort between law enforcement and civilian oversight to enhance existing procedures – including providing a candid assessment of the pros and cons of such an approach. In addition, it is anticipated that the panelists will share their insight into the common "pitfalls" and/or mistakes to avoid, including how to prevent criticism from your agency's civilian overseer. Finally, panelists will provide tools for the civilian oversight, internal affairs, and other law enforcement personnel in the audience to assist them in improving their existing investigative protocols.

Panelists:

Richard Webb, Commander, Internal Affairs Group, LAPD, Los Angeles, CA

Nicole Bershon, Asst. Inspector General, Office of the Inspector General, Los Angeles, A

Chief Roberta A. Abner, Leadership and Training Division, LA County Sheriff's Department, Monterey Park, CA

Michael Gennaco, Chief Attorney, Office of Independent Review, Commerce, CA

Moderator:

Julie Buchwald, Special Investigator II, Office of the Inspector General, Los Angeles, CA

3:15 pm Session Eleven – Concurrent Session

Cooperatively Investigating Lethal Use of Force Incidents: An LAPD Case Study

Incidents involving serious uses of force by police officers, such as officer-involved shootings, have the potential to strain police-community relations and challenge police agencies' internal investigation and review systems. In order to facilitate the proper adjudication of such incidents (by entities such as Use of Force Review Boards and civilian Police Commissions), it is fundamentally important that incidents be appropriately investigated so as to provide complete and accurate information.

In order to ensure that investigations are appropriately conducted, it is vital for the oversight practitioner, and the investigators whose work is overseen, to understand relevant investigative principles and techniques. A collaborative working relationship between the oversight practitioner and the investigator, throughout the course of an investigation, can help to ensure the quality of an investigation.

The presentation, which will be based upon a case study of an officer-involved shooting investigation, will define principles and techniques that form the basis for quality investigations and will identify how effective oversight can help ensure that investigations are conducted appropriately.

Presenters:

Gary McCaskill, Asst. Inspector General, Office of the Inspector General, Los Angeles, CA

Kris E. Pitcher, Captain, LAPD, Force Investigation Division, Los Angeles, CA

Django Sibley, Assistant Inspector General, Office of the Inspector General, Los Angeles, CA

3:15 pm Session Twelve – Concurrent Session

“R.E.S.P.E.C.T.” (Find out what it means to Youth and Law Enforcement)

The focus of this workshop is to explore the existing relationship between many Law Enforcement entities and the youth of the jurisdictions which they serve. Oftentimes these relationships are strained to say the least based on a lack of trust, cultural differences and stereotypes one has for the other. The participants will share their experiences in dealing with this dynamic relationship and strategies for breaking down negative perceptions and building strong respectful relationships.

Panelists:

Judge Charles Baird, 299th District Court of Travis County, Austin, TX

Officer Lawrence Davis, Austin Police Department, Austin, TX

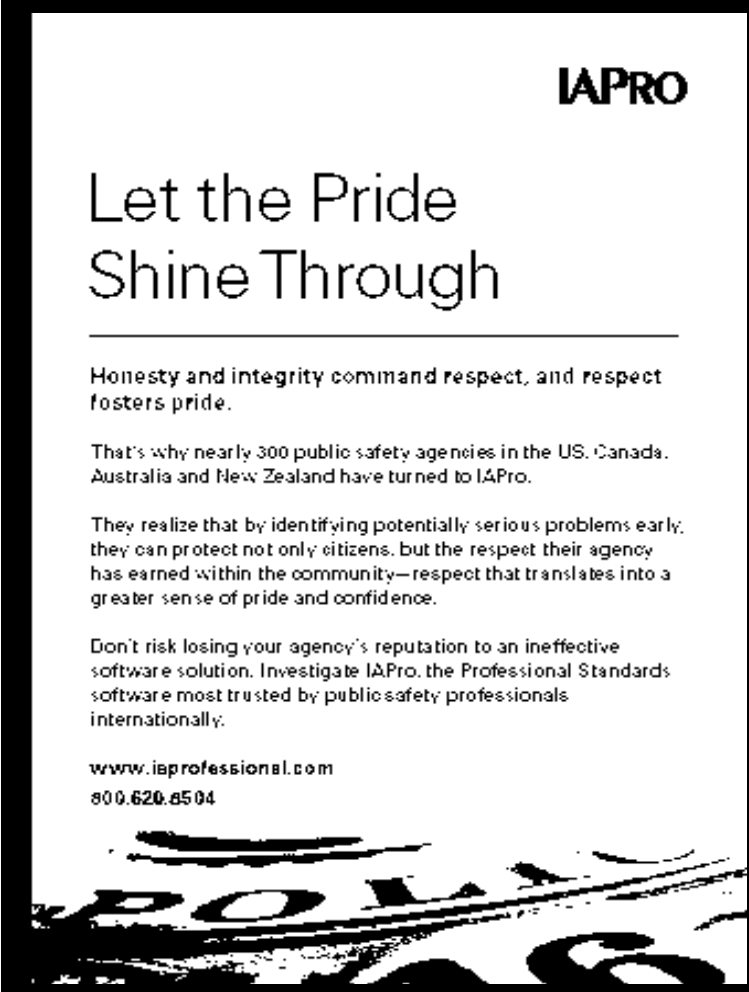
Kameron Johnson, Juvenile Public Defender, Travis County Public Defender, Austin, TX

Moderator:

Cliff Brown, Police Monitor, Office of the Police Monitor, Austin, TX

7:30 PM The Rant
A Play by Andrew Case

An African-American teenager is fatally shot on his front porch in a crime-ridden neighborhood of New York City. Hysterical and wrought with grief, the boy's mother accuses the police of murdering her son. A woman of Persian ancestry, whose job it is to investigate police misconduct, begins to find contradictions in the stories presented by both the mother and various eye-witnesses, including an African-American policeman on the scene. The "men in blue" close ranks around their beleaguered colleague. Accusations of racism and sexism poison the investigation and the audience is led down a Rashomon-like journey in which the truth appears to be less and less accessible, while the world hurries to form opinions based on uninformed assumptions.



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POLICE

Monday, November 2nd

8:30 am Session Thirteen

**Shanetta Cutlar, Special Litigation Section, Civil Rights Division, U.S.
Department of Justice**

Ms. Cutlar is the Chief of the Special Litigation Section, U.S. Department of Justice. Having worked in the Civil Rights Division since 1993, she served for over 2 years as Special Counsel and was appointed Chief in March of 2003. As Special Counsel Ms. Cutlar led the team of attorneys and professionals handling the investigations of the Cincinnati, Detroit and Prince George's police departments.

After being appointed the Chief position she became responsible for supervising and overseeing the work of the Section, involving health care facilities, prisons and jails, juvenile detention facilities and police misconduct.

Ms. Cutlar will be sharing with us her past experiences in her position and discussing the Section's pattern or practice program.

Become a member of NACOLE...

...a non-profit organization that brings together individuals and agencies working to establish or improve oversight of police officers in the United States. NACOLE welcomes people and organizations committed to fair and professional law enforcement that is responsive to community needs.

NACOLE is dedicated to promoting greater police accountability through the establishment or improvement of citizen oversight agencies by:

- organizing an annual training conference to increase the knowledge and skills of staff members and volunteers who work in oversight*
- providing technical assistance and advice to jurisdictions*
- identifying best practices as they emerge from the experiences of members*
- encouraging networking, communication and information-sharing*
- furnishing information to government officials and community representatives*

Visit www.nacole.org to become a member today.

10: 15 am Session Fourteen – Concurrent Session

Promoting Fair and Impartial Policing: A Comprehensive Program for Addressing Bias in Policing

Understanding the mounting research on biased policing and navigating the myriad stop, search and arrest data collection methods and statistical models can be difficult and may inhibit informed debate around the impact of race on policing and the criminal justice system. As a result, oversight practitioners and law enforcement agencies might find themselves avoiding meaningful dialogue altogether, thereby missing important opportunities to work collaboratively to address bias in policing.

This panel is intended to offer guidance for civilian oversight professionals on rethinking the concept of biased policing and will examine methods beyond data collection for promoting safe, effective and impartial policing. It will also challenge the claim that biased policing is caused by widespread racism in policing and explore the notion that even well-meaning officers can sometimes manifest biased behaviors, including coverage of hot-off-the-press social-psychological research on bias that used police officers as subjects. The implications of this broader reconceptualization for cooperative reform efforts will also be addressed.

Primarily, however, this panel will focus on principles and best practices for promoting fair and impartial policing and address issues such as recruitment and hiring, training, policy development and implementation, measurement (including a cost-benefit analysis and examination of key aspects of data collection) and accountability. Particular attention will be paid to the challenges of investigating biased policing complaints and the implications of those challenges for agency and civilian review practice. Session attendees will learn about efforts to develop a comprehensive agency program to produce fair and impartial policing in the San Francisco Police Department.

Presenters:

Brian Buchner, Special Investigator II, Office of the Inspector General, Los Angeles, CA

Dr. Lorie Fridell, Associate Professor, Department of Criminology, University of South Florida, Tampa, FL

10:15 am Session Fifteen – Concurrent Session

Ethics, Integrity & the Police Culture – Examining the Police Code of Silence

The "Code of Silence" is often referred to in the context of internal and criminal investigations of police misconduct. Learn about the challenges faced by law enforcement administrators, civilian oversight and criminal prosecutors in trying to get officers to come forward to inform against one another in administrative and criminal cases. Hear about the challenges of disciplining the "whistleblower" when witness officers fail to immediately come forward after observing misconduct. Learn about how new disciplinary matrixes are addressing these issues.

Presenters:

Daniel Carlson, Director, Institute for Law Enforcement Administration, Richardson, TX

Alvin LaCabe, Manager of Safety, City & County of Denver, Denver, CO

Moderator:

Richard Rosenthal, NACOLE Board Member, Independent Monitor, City & County of Denver, Denver, CO

12:00 pm Luncheon

**Featured Speaker: The Honorable Craig Watkins, District Attorney
Dallas, Texas**

1:45 pm Session Sixteen – Concurrent Session

**Returning Veterans: The Effect of the War in Iraq on Policing and Violence in
our Community**

War impacts our society on many levels. As more veterans return from deployments to war zones around the world, municipalities are challenged to deal with issues specific to the re-integration of veteran law enforcement officers, and veteran civilian combat fighters in the population. This workshop will provide an overview of some veteran issues including: post-deploy psychological evaluations, post-traumatic stress disorder (PTSD), physical and traumatic brain injury (TBI), rage, alcoholism/drug use, divorce/domestic violence, and municipal liability in law enforcement combat-veteran related shootings. The workshop will also discuss assets that returning veterans bring to organizations, resources available to municipalities in dealing with these issues, and special considerations and the role of civilian oversight in dealing with returning combat veterans.

Our accomplished panelists include: a civilian oversight practitioner and Gulf War veteran who has experienced the issues from both the military and oversight perspective; a retired doctor who has received a Jefferson Award for his work to spread the word about the hidden injuries of war and pursue legislation to ensure that returning veterans receive psychological screening and treatment; and a chief physician with the Veterans Administration, an Iraq War veteran, who has recovered from traumatic brain injury (TBI) suffered as the result of a suicide bomber attack on his 3-vehicle convoy in Baghdad.

Panelists:

Dr. Jerome Blum, Retired Ophthalmologist, Jefferson Award recipient, Los Altos, CA
Nathaniel Freeman, Supervising Investigator, Independent Police Review Authority, Chicago, IL
Colonel Kenneth Lee, MD, VA Medical Center, Milwaukee, WI

Moderator:

Barbara Attard, NACOLE Board Member, Police Practices Consultant, San Francisco, CA

1:45 pm Session Seventeen – Concurrent Session

Dr. Bill Lewinski, the Force Science Institute and Research Center

Founded in 2004, the Force Science Institute is dedicated to the study of human dynamics in high stress, rapidly unfolding force encounters. Dr. Lewinski also runs the Force Science Research Center, based at the University of Minnesota, Mankato and directed by the Institute. The mission of the Institute and the Research Center is to scientifically determine and fully understand the true dynamics of force encounters – what actually happens between officers and offenders in fluid, rapidly unfolding, life-or-death confrontations.

3:30 pm NACOLE General Meeting & Elections

7:00 pm Sankofa Reception

Sankofa is a West African symbol and concept that teaches that we must go back to our roots in order to move forward. It is a NACOLE tradition to honor those who have helped the association to become what it is today.



8:30 am Session Eighteen - Concurrent Session

The Reality of Working with the Mentally Ill

Living with a mental illness or substance abuse disorder can be challenging and even crippling to families and society as a whole. In law enforcement unique situations unfold that require the intervention and understanding on the part of first responders, typically police officers. What are the symptoms of mental illness and the signs of crisis? Who should be called to intervene and what actions should be taken to assist and protect the officer, the citizen, and the public? Do police receive the training they need to understand and work with people in psychological distress and crisis? What are the challenges associated with investigating crimes? How do best serve this population of citizens? How do we as Oversight Professionals fit into this dilemma? These questions as well as others will be explored in this thought provoking discussion.

Presenters:

Sherry Blythe, Associate Director of Crisis Services, Austin Travis County Mental Health Mental Retardation Center Psychiatric Emergency Services, Austin, TX
Bernard Engelberg, MD, Vice President of Medical Affairs, IMHS, Austin, TX
Sergeant Kitty Hicks, Sheriff's Department Crisis Intervention Team, Austin, TX
Lisa Moore, President, national Alliance on Mental Illness, Austin, TX

8:30 am Session Nineteen – Concurrent Session

Police Equity Research: Partnerships for Transparency and Accountability

For several years, the Denver Police Department (DPD) has collaborated with scholars in the fields of race and gender equity to determine how best to achieve its goals of equity in policing. These partnerships have led to original research that has translated into new DPD programs addressing female officer retention, officer discipline, enhanced diversity training, and broader policy implications. These research initiatives have granted participating scholars with unprecedented access to sworn personnel, departmental records, and departmental policies. As a result of the success of these initial research efforts, the Consortium for Police Leadership in Equity (CPLE) was formed in order to facilitate similar research/law enforcement collaborations.

This presentation will outline some of the most surprising findings of these research collaborations, and discuss how this collaborative model can help police departments to increase organizational transparency and officer accountability. The discussion will include local community and NACOLE leadership responses to the research partnership and its relevance to other communities, as well as audience questions and interaction.

Presenters:

Phillip Atiba Goff, PhD, Assistant Professor of Psychology, University of California, Los Angeles, CA
Tracie L. Keese, PhD, Division Chief of Research, Training & Technology, Denver, CO

Moderator:

Eduardo I. Diaz, PhD, NACOLE Past-President, Executive Director, Miami-Dade County Independent Review Panel, Miami, FL

Discussant:

Nelson Linder, President, NAACP Austin Chapter, Austin, TX

10:30 am Session Twenty – Closing Session

Refocusing the Vision

This engaging workshop will help all attendees realize they have so much more potential than they actually utilize. They will learn how to think and control what they think, thus enabling them to fulfill their mission in the challenging field of Police Oversight. You will walk away inspired and motivated to achieve excellence in every aspect of your professional as well as personal life. This workshop will be lead by entertaining and inspirational educator Dan Akers. Dan has worked with Business, Judiciary as well as Military leaders across the country, helping them to turn potential into achievement.

Speaker & Panelist Biographies

Roberta Abner

Roberta A. Abner, a 30-year veteran of the Los Angeles County Sheriff's Department, was promoted by Sheriff Leroy Baca in 2007 to head the Department's Leadership and Training Division. Chief Abner's responsibilities include the oversight of the Internal Affairs Bureau; Internal Criminal Investigations Bureau; Training Bureau; Drug Prevention Program (STAR); Civil Litigation Unit; Risk Management Unit; and the Professional Development Unit, which provides advanced personnel training, accredited degree programs (LASD-University) and conducts the Deputy Leadership Institute (DLI).

Chief Abner's career with the Sheriff's Department began in 1979. After graduating from the Training Academy as a Deputy Sheriff, she held assignments at Sybil Brand Institute for Women, West Hollywood Station, and Recruit Training Bureau. Upon being promoted to Sergeant in 1987, Chief Abner worked in a patrol assignment, as an investigator at Internal Affairs Bureau, and as the Commander's Aide at Professional Standards and Training Division. When she was promoted to Lieutenant in 1991, she worked at Pitchess Detention Center's East Facility, West Hollywood Station, Scientific Services Bureau, Internal Affairs Bureau, and Century Station. Upon her promotion to Captain in 1999, she oversaw the operations at Court Services East Bureau, and eventually assumed command of Temple Station. In 2003, Chief Abner was promoted to Commander and was assigned to the Office of the Sheriff overseeing the operations of the Sheriff's Office, Sheriff's Headquarters Bureau, Employee Support Services Bureau, and the Sheriff's Youth Foundation.

She received her Bachelor's Degree in Criminal Justice Administration from California State University Los Angeles and is currently enrolled in the Executive Master of Leadership program at the University of Southern California and will graduate in May 2010.

Dan Akers

Dan Akers believes that people have far more potential than they utilize and that there is a process to causing lasting change and excellence. He does not teach people "what" to think - but- rather "how" to think; how to control what they think, expect, and believe in order to release the enormous potential within.

Dan has been exposed to high standards, talent, and effective coaching his entire life as the son of one of the all-time winningest college football coaches-Fred Akers. Dan, too, has enjoyed success in athletics, having played quarterback at the University of Texas. Dan gives most of the credit for his success to a winning mindset, instilled at an early age, which gave him a competitive advantage.

Dan was motivated to learn all he could about how successful people think and how the mind works, to educate others on achieving excellence in all aspects of their lives. Since 1985, he has studied with and been exposed to the work of the finest minds in the field of cognitive psychology and human behavior. He has worked with leaders, athletes, teams and a wide variety of Fortune 500 companies to achieve higher levels of teamwork, communication, sales, productivity, and organizational development. Dan has become one of today's true superstars in this industry, educating thousands of people annually on how to turn potential into achievement.

Dan consults with business, judiciary, and military leaders on how to better lead and access much more of their people's potential, stimulating innovation, co-accountability, higher productivity and teamwork. Utilities, technology companies, and other organizations going through significant change have consulted with him to address issues related to merging cultures, enhancing communication, inspiring trust, and creating common vision throughout. Sales-driven industry leaders from software to auto dealers implement Dan's insights in equipping their people with a mindset that enables them to consistently set

new marks of achievement.

Barbara Attard

Barbara Attard is a police practices/civilian oversight consultant with a 25-year career in oversight. She served for four years as the San Jose Independent Police Auditor and was employed for seven years as the director of the Berkeley Police Review Commission (PRC), one of the oldest oversight agencies in the United States. Attard began her career in civilian oversight in 1983 with the San Francisco Office of Citizen Complaints (OCC).

Attard is a member of the NACOLE board of directors and a past president of NACOLE; she served as an executive board member for over seven years, previously serving as secretary and vice-president. She has been active in international and national associations of civilian oversight for over twenty years and has worked with oversight professionals world wide to re-establish an international association of civilian oversight, the International Network for the Independent Oversight of Policing (INIOP).

Attard has championed the use of mediation in police misconduct cases and authored an article, "In Praise of Mediation."

Attard was the recipient of a 2009 Silicon Valley NAACP Freedom Fighter Award and the 2008 Santa Clara Valley ACLU Don Edward Civil Liberties Award for her work to strengthen oversight of the San Jose Police Department. She received a commendation from Congressman Mike Honda for this work as well.

Judge Charles F. Baird

Judge Charles F. (Charlie) Baird was elected to the 299th District Court of Travis County on November 7, 2006 and took office on January 1, 2007. Previously, Judge Baird served on the Court of Criminal Appeals, Texas' highest criminal appellate court, from 1990 through 1998. In the interim, he served as a visiting justice on the Thirteenth and Fourteenth Courts of Appeals and as a judge on the criminal trial benches in Travis County. Additionally, Judge Baird was a visiting professor at Texas Tech University School of Law, Loyola University New Orleans School of Law, and his alma mater, South Texas College of Law where he received the Professor Excellence Award for 2004-2005 and 1999-2000 from the Student Bar Association of South Texas College of Law.

Judge Baird earned his Master of Laws in Judicial Process from the University of Virginia School of Law in 1995. In 1993, he was named the distinguished alumnus of South Texas College of Law where he received his Doctor of Jurisprudence in 1980. Judge Baird earned a Bachelor of Business Administration from the University of Texas at Austin in 1976.

Judge Baird served as co-chair of the Death Penalty Initiative of the Constitution Project. (Formerly known as the National Committee to Prevent Wrongful Executions). The Initiative is a bipartisan committee of death penalty supporters and opponents who agree that the risk of wrongful executions in this country is unacceptably high. Additionally, Judge Baird is a frequent speaker on criminal justice topics across Texas. He has also spoken across the nation: In 2001, he spoke to the National Council of State Legislatures and the Kentucky Criminal Justice Council, and delivered lectures at Yale and Cameron Universities. In 2000 he testified before the United State Senate Judiciary Committee on DNA testing and adequate representation in criminal cases. In 1999, Judge Baird spoke at the American Bar Association convention and delivered a series of lectures at Yale, Georgetown and St. John's Universities. He has been seen numerous times this year on ABC, CNN, NBC and PBS. Additionally, he has contributed articles to numerous publications including Stanford Law & Policy Review, Columbia Human Rights Law Review, Texas Tech Law Review, South Texas College of Law Review, St. Mary's Law Journal, Texas Bar Journal, and The Texas Law Reporter. You may have even seen him as a guest commentator on Court TV.

Cristina Beamud

Cristina Beamud was born and raised in New York City. She graduated from the State University of New York at Albany and joined the Rochester Police Department in 1976 as one of group of five women patrol officers. While a police officer, she worked patrol, criminal investigations and internal investigations. She left the police department in 1987 and attended law school at Northeastern University in Boston. After graduation, she was a prosecutor for the Middlesex County District Attorney's office. She supervised three community courts and specialized in child abuse prosecutions. In 1998 she became the Legal Advisor to the Cambridge Massachusetts Police Department where she served as an Assistant City Solicitor.

In 2006 Ms. Beamud relocated to Eugene Oregon in order to establish the Police Auditor's office. The Auditor's office was established by City Charter Amendment and was designed to provide citizen oversight and input into the complaint process in matters involving the Eugene Police Department. She also supported a Citizen Review Board. Ms. Beamud joined the Atlanta Citizen Review Board as their executive director in September 2008.

Nicole Bershon

Nicole Bershon graduated from Princeton University in 1989 with a degree in Politics, and a minor in American Studies. In 1992, she received a law degree from the UCLA School of Law. While in law school, she co-founded the UCLA Women's Law Journal, which was at the time one of the first legal journals in the country to address issues of gender, race, and sexual orientation.

In 1995, she joined the Los Angeles City Attorney's Office where she spent five years in the criminal side of the office, prosecuting a variety of misdemeanors, including domestic violence matters, narcotics offenses, and gang-related crimes. She also served as an Assistant Supervising Attorney in the Citywide Nuisance Abatement Program, where she led a team of attorneys seeking criminal and civil remedies against owners of abandoned, drug- and gang-infested properties. She later joined the City Attorney's Office's Police Litigation Unit where she defended the LAPD, Chief of Police, Mayor, and individual officers in connection with federal civil rights and state tort litigation.

In 2002, she joined the Office of the Inspector General (OIG) for the Los Angeles Police Commission as an Assistant Inspector General. For five and one-half years, Ms. Bershon served as the Officer in Charge of the Complaint Unit, where she oversaw a staff of investigators and auditors who assisted the public in filing complaints of misconduct and reviewing completed investigations, and who prepared quarterly reports regarding the Department's imposition of discipline. In addition, Ms. Bershon and her staff assisted LAPD employees in matters involving retaliation and other workplace concerns, as well as monitoring the Department's investigations into such matters. Ms. Bershon was also responsible for preparing an annual report assessing the Department's handling of employee retaliation complaints.

In addition, Ms. Bershon has worked closely with the Commanding Officer of LAPD's Internal Affairs Group to revamp their protocols for investigating Biased Policing (including racial profiling) complaints and to implement a program for mediating the more minor of these types of complaints.

Ms. Bershon is the Past President of the Women Lawyers Association of Los Angeles, on whose board she continues to serve. In addition, she has served on the Board of Trustees for the Los Angeles County Bar Association and on the Board of Governors for California Women Lawyers. She also serves as a Judge Pro Tem for the Los Angeles Superior Court. She currently is a member of the NACOLE Conference Planning Committee.

Andre Birotte, Jr.

Andre Birotte, Jr. joined the Office of the Inspector General in 2001. In 2003, the Los Angeles Board of Police Commissioners appointed him Inspector General of the Los Angeles Police Department. Mr. Birotte and his staff of approximately 32 employees, which include lawyers, professional auditors and former law enforcement executives, are responsible for conducting and overseeing LAPD internal investigations and audits to ensure compliance with both LAPD policies and mandates from the Federal Consent Decree.

Mr. Birotte worked as a deputy public defender in Los Angeles where he represented indigent clients charged with felony and misdemeanor offenses in several phases of criminal proceedings including preliminary hearings, pretrial conferences and arraignments, and over 30 trials. He then joined the U.S. Attorney's Office where he investigated and prosecuted numerous violent crime, fraud, and narcotics trafficking cases. Thereafter, he joined the Quinn Emanuel law firm, where he represented clients in white-collar crime and commercial litigation matters.

Mr. Birotte has served as a member of the Los Angeles County Bar Association's Judicial Appointment's Committee and is currently a member of the Criminal Justice Executive Committee. He is a member of the board of directors for the National Association for Civilian Oversight of Law Enforcement, and served as a finance committee member and chair. Mr. Birotte has spoken before a variety of community organizations and civil rights groups including the National Association for Civilian Oversight of Law Enforcement, the Association of Government Accountants, Community Police Advisory Boards, LAPD recruit classes and local Law Schools and Universities on the role of the Office of the Inspector General.

Mr. Birotte holds an undergraduate degree from Tufts University and a J.D from Pepperdine University School of Law.

Dr. Jerome V. Blum

Fifty-two years ago, Jerome V. Blum, M.D. was a Navy physician attached to the Marines. He never forgot the servicemen's dedication to their country. So, when thousands of men and women troops returning from Iraq and Afghanistan were suffering from undiagnosed traumatic brain injuries and posttraumatic stress, he was angry and decided to do something about it.

Dr. Blum received a Jefferson Award For Public Service for his work in creating and pushing into law California Bill SB 1401 on Sept.30, 2008. SB 1401 provides for screening and treatment of Traumatic Brain Injuries and Post Traumatic Stress Disorders for Iraq / Afghanistan male and female war veterans—at no additional dollar cost to the taxpayer.

Sherry S. Blyth, LCSW

Sherry is a Licensed Clinical Social Worker (LCSW) with over twenty-five years clinical experience working with people with mental illness and co-occurring disorders. She has worked in a wide variety of settings, including community, hospital and institutional correctional settings. She is currently employed as the Associate Director of Crisis Services at the Austin Travis County Mental Health and Mental Retardation Center (ATCMHMR) in Austin, Texas where she oversees ATCMHMR's continuum of crisis services.

Merrick Bobb

Merrick Bobb is the founding director of the Police Assessment Resource Center, or PARC, a project of the Vera Institute of Justice, with offices in Los Angeles and New York City. Mr. Bobb has worked on police reform issues since the early 1990s and has been recognized, in the words of Dr. Samuel Walker, as "simply the nation's leading expert on police accountability."

Through PARC, Mr. Bobb consults with cities, counties, and states; with individual oversight and law

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enforcement agencies, both domestically and internationally; and with the U.S. Department of Justice. His reports are tutoring documents analyzing the major issues in police accountability. Mr. Bobb received the NACOLE Lifetime Achievement Award in 2003 for his work in civilian oversight.

Kevin Brosseau

As the Senior Director of Operations, at the Commission for Public Complaints Against the RCMP, Mr. Brosseau is responsible for managing all phases of the complaint and review process at the commission – including intake, analysis, review, and investigations. Prior to this appointment, he practiced in New York.

Mr. Brosseau is a former member of the Royal Canadian Mounted Police with extensive operational policing and outreach experience in several locales. He also provided both legal and national security-related policy advice on the Air India Review and the O'Connor Inquiry.

He is an active member of the Law Society of Upper Canada, the New York Bar and the Canadian and American Bar Associations.

His educational background includes a B.A. and LL.B. from the University of Alberta and an LL.M. from Harvard Law School where he wrote extensively on topics addressing jurisdictional and crime-related issues in support of the Harvard Project on American Indian Economic Development.

Michael Brown

Mike is a Military Veteran who worked on the CID Drug Suppression Teams in both Fort Hood and Panama from 1987 - 1990. Mike graduated Top Gun and Honor Graduate from the Military Police School and received several awards including Soldier of the Year in 1989 at Fort Hood.

Mike Joined the Austin Police Department in 1990 and has worked in Patrol, Narcotics/Gangs, Executive protection, and EOD/Homeland Defense before moving over to the labor side of Law Enforcement.

Mike started in the Austin Police Association (APA) as the Corporal at Large representative in 2005. In 2007, Mike became the Secretary of the Austin Police Association and the Region 8A Director of the Combined Law Enforcement Association of Texas (CLEAT). In 2009 Mike was elected Vice President of the Austin Police Association.

Mike is a member of the CLEAT Disaster Relief Team that covers all of Texas and has assisted in relief in Louisiana and surrounding States. Mike has extensive experience as a member of the Meet and Confer Team during contract negotiations with the City of Austin.

Mike has a Master Peace Officers Certification and has received several distinguished awards including, Meritorious Service Medal, Superior Service Citation, Two Meritorious Unit Citations for Units of the Year, Honorable Conduct Citations, fitness awards, and the 100 Club Outstanding Achievement Award, as well as 100 Club Unit of the Year award.

As Vice President of the Austin Police Association, it is Mike's job to be a political advisor to the President of the APA, as well as meet with council members and the Mayor weekly. He keeps a strong relationship with the Chief of Police and political leaders in the City of Austin, conducts meetings with Police Administrators two to three times a week, and works to foster a better working relationship between officers and the citizens they serve.

Mike attended College at Taft Junior College in California, Sam Houston State and St Edwards Universities.

Michael R. Bromwich

Michael R. Bromwich is a litigation partner resident in Fried Frank's Washington, DC and New York offices, where he heads the Internal Investigations, Compliance and Monitoring practice group. He joined the Firm as a partner in 1999.

Mr. Bromwich concentrates his practice on conducting internal investigations for private companies and other organizations, including investigations for Audit Committees and Special Committees; providing monitoring and oversight services in connection with litigation and government enforcement actions; and representing institutions and individuals in white-collar criminal and regulatory matters. He also provides crisis management assistance and counseling. Mr. Bromwich has served as the Independent Monitor for the District of Columbia's Metropolitan Police Department on use of force issues (2002-present) and as the Independent Investigator for the Houston Police Department Crime Lab (2005-2007).

From 1994 to 1999, Mr. Bromwich served as Inspector General for the US Department of Justice. In that position, he headed the law enforcement agency responsible for conducting investigations into allegations involving Justice Department personnel and for auditing the Department's programs and operations. Before his appointment as Inspector General, Mr. Bromwich served as a federal prosecutor. From 1987 through 1989, he served as Associate Counsel in the Office of Independent Counsel for Iran-Contra. From 1983 to 1987, Mr. Bromwich served as an Assistant US Attorney in the US Attorney's Office for the Southern District of New York, where he was Deputy Chief and later Chief of the Office's Narcotics Unit.

Mr. Bromwich has published numerous articles on conducting and managing complex investigations. He is also a frequent speaker and panelist on law enforcement, oversight and criminal law issues.

Brian Buchner

Brian Buchner is a Special Investigator II with the Office of the Inspector General, where he analyzes and reviews Department policies, procedures, and internal investigations into allegations of officer misconduct. Brian was a Police Officer in the Town of Ocean City, Maryland Police Department and then obtained a Master's Degree in criminology and criminal justice from the University of Missouri-St. Louis. He then went to work at the Police Assessment Resource Center (PARC) analyzing police policies and practices and models of civilian oversight around the United States. At PARC Brian also studied police-complaint mediation programs, police-community relations, and internal affairs best practices. Most recently, Brian worked for the Corporation for Supportive Housing working with the Los Angeles County Sheriff's Department to design a housing program for homeless inmates.

Julie Buchwald

Julie Buchwald has been with the Office of the Inspector General (OIG) for the City of Los Angeles since June 2005. She worked in the Complaints Unit of the office for two years and is now part of the OIG's Special Projects Unit, where her primary focus has been the review and evaluation of an incident in MacArthur Park, in downtown Los Angeles, when police utilized significant force to disrupt a large immigrant rights demonstration. While in the Complaints Unit, she assisted members of the public in filing complaints against LAPD employees. She also assisted in the preparation of quarterly reports describing problematic findings regarding the quality of complaint investigations, in addition to analyzing any related discipline.

Prior to joining the OIG, Ms. Buchwald was a policy advisor to former Los Angeles Mayor James K. Hahn. In this position, she crafted various initiatives relating to the City's Police, Fire, and Emergency Preparedness Departments. Among other assignments, she monitored implementation of LAPD's federal civil rights Consent Decree, managed critical incidents by coordinating resources from the City's

Emergency Operations Center, and organized press conferences to announce new public safety initiatives on a regular basis.

Ms. Buchwald received her law degree from the University of Southern California Law School in 2000, where she was Class President. She completed her undergraduate studies in Philosophy and International Studies in 1997 at Northwestern University in Chicago, Illinois.

Ms. Buchwald also clerked for the Honorable Simeon R. Acoba, Jr., who is one of five sitting justices on the Hawai'i Supreme Court, in Honolulu, Hawai'i, from 2000 to 2001.

Daniel Carlson

Daniel Carlson began his law enforcement career in 1967 as a patrolman with the City of Poughkeepsie, New York Police Department, where he served for two years before joining the Dutchess County Sheriff's Department. In 1970, he joined the New York State Police and progressed through a range of ranks and assignments including Trooper, Sergeant, Zone Sergeant, Lieutenant (Zone Commander), and Uniform Captain. He retired in June, 1988, as the Assistant Director of Training for the New York State Police, in order to assume the position of Manager at the North Central Texas Regional Police Academy in Arlington, Texas. In November, 1992, Mr. Carlson became the Associate Director of the Institute for Law Enforcement Administration in Richardson, Texas, where he was appointed Director in September, 2005.

With a Bachelor of Science Degree in Criminal Justice from the State University of New York, Mr. Carlson was honored with the George Searle Award for Excellence in Law Enforcement Training. He has held adjunct faculty positions at both John Jay College of Criminal Justice and Ulster Community College in Kingston, New York, and has served as an Adjunct Instructor and Consultant with the Institute of Police Technology and Management in Jacksonville, Florida. Mr. Carlson has extensive experience in both the development and presentation of training programs in a wide variety of law enforcement subject areas.

He has served as a member of the A.C.C.O.R.D. Committee (Acknowledging Community Cultural or Racial Diversity) for the Arlington Independent School District in Arlington, Texas, and is a 1993 graduate of the Ethics Corps program at the Josephson Institute for Ethics. A member of the Ethics Committee of the International Association of Chiefs of Police, Dan is Editor of The Ethics Roll Call: Listening to the Inner Voice, a quarterly publication of the Center for Law Enforcement Ethics at the Institute for Law Enforcement Administration.

Mr. Carlson is author of When Cultures Clash: The Divisive Nature of Police-Community Relations and Suggestions for Improvement (October, 2001, Prentice Hall), and co-author of Reputable Conduct: Ethical Issues in Policing and Corrections (July, 2000, Prentice Hall).

Diana Claitor

Diana Claitor is director of Texas Jail Project, a non-profit group based in Austin, Texas. The members of the all-volunteer group speak out on behalf of inmates in Texas county jails, advocating for more openness, oversight and humane treatment, while providing information, resources and sympathy to families and friend of some 80,000 people incarcerated in local facilities.

Lisa Grace Cohen

Lisa Grace Cohen is the Director of Mediation at the New York City Civilian Complaint Review Board (CCRB), which is responsible for investigating civilian complaints against New York City's Police Department. The CCRB's mediation program, which coordinates approximately 450 mediation cases a year, is the largest such mediation program in the nation. Before joining the CCRB, Ms. Cohen was the Director of the Safe Horizon Brooklyn Mediation Program and the former Training Coordinator. The Safe

Horizon Mediation Program is the nation's largest not-for-profit community mediation program and, as the Director of the Brooklyn Mediation Program, Ms. Cohen oversaw and developed mediation services in Brooklyn Civil Court, Brooklyn Supreme Court, numerous shelters and other residential facilities as well as a wide variety of community mediation cases at the Brooklyn Mediation Center. She is a certified mediator and arbitrator and an experienced trainer having conducted numerous mediation, conflict resolution and communication skills trainings. She holds a J.D. from Columbia University Law School and a B.A. from Columbia University. Prior to her career in mediation, Ms. Cohen practiced law as an associate at the law firm of Skadden, Arps, Slate, Meagher & Flom LLP and served as Assistant General Counsel at CBS Corporation. Ms. Cohen is currently a member of the Alternative Dispute Resolution Committee of the New York City Bar Association and a member of the Dispute Resolution sections of the New York State and American Bar Associations.

Stephen J. Connolly

Stephen J. Connolly is an attorney and the Executive Director of the Orange County (CA) Office of Independent Review (OC OIR). The County Board of Supervisors created the OC OIR in 2008 to provide full-time independent civilian oversight for the OC Sheriff's Department, which has 1800 sworn officers. It adopted the "OIR model" of oversight that was first developed in Los Angeles County, with Mr. Connolly as a charter member of that Office. OC OIR uses access to the Department's own internal review process as a vehicle for monitoring critical incidents and investigations of misconduct. It brings its independence and outside perspective to individual cases and policies in an effort to strengthen their effectiveness and credibility. Mr. Connolly has worked extensively on oversight issues related to the custody environment, not only in Los Angeles and Orange Counties, but also in San Diego County and with the California state prison system. He is a graduate of Loyola Law School.

Shanetta Y. Cutlar

Shanetta Cutlar is the Chief of the Special Litigation Section, U.S. Department of Justice. Ms. Cutlar has worked in the Civil Rights Division since 1993. She served for over two years as a Special Counsel prior to becoming Chief. As Special Counsel, Ms. Cutlar led the team of attorneys and professionals handling the investigations of the Cincinnati, Detroit and Prince George's County police departments.

In March 2003, Ms. Cutlar was appointed to the Chief position where she is responsible for supervising and overseeing the work of the Section, involving health care facilities, prisons and jails, juvenile detention facilities, and police misconduct. She is the first African-American woman to serve as chief in 25 years and the second in the history of the Civil Rights Division.

Ms. Cutlar is a graduate of California State University, Hayward and University of California at Los Angeles, Law School.

Eduardo I. Diaz, Ph.D.

Dr. Eduardo I. Diaz is the Executive Director of Miami-Dade County's Independent Review Panel (IRP), which addresses citizen complaints regarding Miami-Dade County departments or staff. His department is charged with formulating corrective actions and process improvements. He formerly served as Coordinator of Program Evaluation and Crime Prevention for the County's Department of Justice System Support (DJSS) and as the Director of the Crime and Delinquency Prevention Division of the County's Department of Justice Assistance (DJA).

He is active advocating for improved police/community relations and a variety of other violence reduction efforts. He is a member of the National Association for Civilian Oversight of Law Enforcement (NACOLE) and currently serves on the Board of Directors as Past President. He also serves on the Steering Group of the International Network for Independent Oversight of Policing (INIOP).

Diaz was born in Cuba and raised by Cuban Quaker parents. He attended Guilford College in Greensboro, N.C., a small Quaker liberal arts school. He was awarded a Special University Fellowship to attend graduate school at The Ohio State University, finalizing a Master's degree in 1976 and his PhD in 1979 in Psychology. The emphasis of his training was in Psychophysiology and Counseling.

In January 2009, he assumed the role of President of the Society for the Study of Peace, Conflict and Violence: the Peace Psychology Division of APA. Diaz is also a member of Psychologists for Social Responsibility (PsySR) and serves as a Lead Facilitator for the Alternatives to Violence Project-Miami (AVP-Miami).

Michele Deitch

Michele Deitch has over 23 years of experience working on criminal justice and juvenile justice policy issues with state and local policymakers, corrections officials, practitioners, and advocates. An attorney, she teaches criminal justice policy and juvenile justice policy at the University of Texas at Austin's Lyndon B. Johnson School of Public Affairs and also at the School of Law, and she also maintains an independent consulting practice. She is considered one of the country's leading experts on independent correctional oversight, and was invited to provide lead testimony on this topic for the National Prison Rape Elimination Commission and the Commission on Safety and Abuse in America's Prisons.

A Soros Senior Justice Fellow, she organized and chaired a major international conference at the University of Texas entitled "Opening Up a Closed World: What Constitutes Effective Prison Oversight?" in 2006. The Texas Legislature has honored her with a Resolution for her work in this area. She is the author of "Independent Correctional Oversight Mechanisms: A 50-State Study," forthcoming in 2010 in the *Pace Law Review*. She served as the original drafter of the American Bar Association's proposed standards on the legal treatment of prisoners. She also helped guide the drafting of the ABA's 2008 Resolution on correctional oversight. Previously, Ms. Deitch served as a court-appointed monitor of conditions in the Texas prison system during the late 1980s in the landmark case of *Ruiz v. Estelle*. She later held a variety of key policy positions in Texas government, including general counsel to the Texas Senate Criminal Justice Committee and policy director for Texas's sentencing commission. Ms. Deitch received a J.D. with honors from Harvard Law School, a master's degree in psychology from Oxford University in England, and a bachelor's degree with honors from Amherst College.

Al Eells

After serving Austin's community for 23 years, Al Eells was promoted to Assistant Chief of the Headquarters Bureau in August of 2007. He currently oversees the Professional Standards Division (Internal Affairs and Risk Management), Special Investigations Unit, Violent Crimes Division/Victim Services, Property Crimes Division, Policy Management, Strategic Planning Division and the Community Outreach/Public Information Office.

Assistant Chief Eells has lived in Austin for over 30 years. He graduated in 1983 from Southwest Texas University with a Bachelor's Degree in Criminal Justice and was commissioned as an Austin Police Officer on August 17, 1984. Assistant Chief Eells is also a graduate of the Certified Public Manager Program, Texas State University and Police Executive Research Forum - Senior Management Institute for Police (SMIP).

Assistant Chief Eells began his career at the Austin Police Department by serving as an officer on Patrol in Northeast Austin. As a Detective, he was assigned to the Child Abuse Division and later worked three years in the Homicide Unit. As a Sergeant, Assistant Chief Eells was assigned to various divisions, including Central West and North West Area Command's, along with the Robbery Unit and Internal Affairs Unit. After promoting to Lieutenant, Assistant Chief Eells spent three years at the APD Training Academy

as the manager over the Advanced Officer Training Unit. Assistant Chief Eells later worked at a patrol lieutenant in both the Central and North Central Area Commands. Assistant Chief Eells promoted to Commander and was assigned the North Central Command prior to being promoted to his current assignment as Assistant Chief. Assistant Chief Eells was previously a Hostage Negotiator for ten years and has been assigned to the Special Response Team for the last three years.

Assistant Chief Eells has a Master Peace Officer certificate and has received several distinguished awards including the Meritorious Service Medal, Superior Service Citation, Meritorious Unit Citation, Honorable Conduct Citation and the "100" Club Outstanding Achievement Award.

Bernard Engelberg, M.D.

Dr. Bernard Engelberg is a Board-certified Psychiatrist and Board-certified Geriatric Psychiatrist who has been in clinical practice for over 20 years. Before coming to Integrated Mental Health Services (IMHS) as Medical Director in November of '08, Dr. Engelberg was Senior Medical Director for 7 years at MVP Health Care in Schenectady, N.Y. He has also been Chief of Psychiatry for Kaiser Permanente in the Northeast. Furthermore, he has done inpatient Psychiatry at the Capital District Psychiatric Center in Albany, NY, taught residents at the Albany Medical College and was Chief of Psychiatry for Community Care Physicians in Latham, NY, one of the largest private practice groups in upstate NY.

Philip K. Eure

Philip Eure became the first executive director of the District of Columbia's Office of Police Complaints, which opened to the public in 2001. He was selected for the position by the Police Complaints Board, whose five members are named by the mayor of Washington, D.C., to oversee the agency.

Mr. Eure joined the Office of Police Complaints after working as a senior trial attorney in the Civil Rights Division of the United States Department of Justice, where he litigated cases on behalf of victims of employment discrimination. While at the department, he was detailed in 1997-1998 to Port-au-Prince as an adviser to the Government of Haiti on a project to reform the criminal justice system.

Currently, Mr. Eure also serves as president of the board of directors of the National Association for Civilian Oversight of Law Enforcement (NACOLE), a non-profit organization dedicated to promoting greater police accountability and reducing police misconduct in the United States.

Mr. Eure has lectured at various forums in the United States and in other countries on a wide variety of police accountability issues.

Mr. Eure received his bachelor's degree in political science from Stanford University and his law degree from Harvard Law School.

Major Nathaniel Freeman

MAJ Nathaniel Freeman holds an undergraduate degree from Morehouse College and a Doctor of Jurisprudence with a Certificate in Environmental Law from the Tulane University Law School. In 2004, he joined the Chicago Police Department Office of Professional Standards (OPS), now the City of Chicago Independent Police Review Authority (IPRA - 2007), as a Supervising Investigator. He has served Supervisor for Rapid Response/In-take Team, and currently heads the Area 3 (North Chicago) Team.

MAJ Freeman is currently in the process of working with the Chicago Police Department Crisis Intervention Training (CIT) Unit to become an instructor with them regarding veteran specific issues.

MAJ Freeman was commissioned as a United States Army Judge Advocate General's Attorney in 1996,

served on active duty for 7 yrs., and is currently in the U.S. Army Reserves. He is a veteran of Operation Iraqi Freedom and has served both at home and abroad in over seven countries.

Lorie Fridell, Ph.D.

Dr. Lorie Fridell is an Associate Professor in the Department of Criminology at the University of South Florida (USF). Prior to joining USF in August of 2005, she served for six years as the Director of Research at the Police Executive Research Forum (PERF). Dr. Fridell has 20 years of experience conducting research on law enforcement. Her primary research areas are police use of force and violence against police. Dr. Fridell is a national expert on racial profiling. She has authored/co-authored two books on this topic, including *By the Numbers: A Guide for Analyzing Race Data from Vehicle Stops* and the companion guide, *Understanding Race Data from Vehicle Stops: A Stakeholder's Guide*. Her most recently published chapter is entitled, "Racially Biased Policing: The Law Enforcement Response to the Implicit Black-Crime Association." Dr. Fridell speaks nationally, trains command staff, and consults with agencies on the topic of racially biased policing. She trains law enforcement command staff in what she calls a "comprehensive program to produce fair and impartial policing" and is engaged in an 2-year project with the San Francisco Police Department and a police-community advisory board to implement a comprehensive program in that city. With funding from the U.S. Department of Justice and experts from across the nation, she is developing model-training programs for (1) academy recruits and (2) first-line supervisors. These curriculums are based on the social psychology of human biases.

Michael Gennaco

Michael Gennaco serves as the Chief Attorney for the Office of Independent Review (OIR). The Office of Independent Review is a group of six private attorneys who have a contract with the Los Angeles County Board of Supervisors. The OIR's mission is to ensure that allegations of misconduct by members of the Los Angeles County Sheriff's Department are investigated and reviewed in a fair, thorough, and impartial manner. The Office of Independent Review provides oversight to these LASD-conducted internal investigations and provides recommendations to the Sheriff on disciplinary matters with respect to the proper outcome and appropriate disciplinary action to be imposed for founded investigations. The Office of Independent Review also studies LASD policies, procedures, and systems to determine whether such mechanisms infringe on the civil rights of the persons of Los Angeles County and when appropriate, offer recommendations to improve those systems. In the eight years of its existence, OIR has reviewed hundreds of internal investigations and made recommendations on each of them as to disposition and level of discipline as well as made numerous policy recommendations implemented by LASD. OIR has also reviewed hundreds of officer-involved shooting and force incidents for purposes of individual accountability, training, policy revision, and systemic issues.

Mr. Gennaco was also appointed by a federal judge as an expert consultant to assist in designing an Office of Independent Review for the California Department of Corrections and Rehabilitation. Accordingly, Mr. Gennaco has played a central role in creating independent oversight models for both the largest Sheriff's department and prison system in the United States.

Mr. Gennaco has also assisted other law enforcement entities, including San Diego County Sheriff's Department, Oakland Police Department, Inglewood Police Department, Pasadena Police Department, Torrance Police Department and Palo Alto Police Department regarding review of officer-involved shootings and oversight matters.

Prior to accepting the position as Chief Attorney of the Office of Independent Review, Mr. Gennaco served for over six years as an Assistant United States Attorney for the Central District of California. As Chief of the Civil Rights Section, Mr. Gennaco was responsible for overseeing all investigations and allegations of federal civil rights violations and has prosecuted judges, police officers, and white supremacists. Prior to that, Mr. Gennaco was a federal prosecutor for eight years for the United States

Department of Justice Civil Rights Division. In his roles, Mr. Gennaco received numerous recognitions for his accomplishments including the coveted Attorney General Distinguished Service award.

Mr. Gennaco is a graduate of Dartmouth College and received his Doctorate of Jurisprudence from Stanford Law School.

Ralph L. Godbee, Jr.

Assistant Chief of Police Ralph L. Godbee, Jr. began his career with the Detroit Police Department on May 18, 1987 receiving top honors for academic performance and marksmanship in the Police Academy. Promotions in rank include Sergeant, Lieutenant, Inspector, Commander and Deputy Chief.

His knowledge of departmental operations were gained from assignments in Patrol Operations, Executive Protection, Recruiting, Personnel, Risk and Policy Management, which includes Legal Affairs, Medical, Disciplinary Administration, Planning and Accreditation, Safety, Civil Rights and Training. He is currently the Assistant Chief of all administrative functions within the police department including Fiscal Management Bureau, Payroll, Fiscal Operations, Training, Civil Rights Integrity Bureau, Grant and Contracts, Secondary Employment, Resource Management and much more.

Assistant Chief Godbee has earned a Bachelor of Applied Science degree in Criminal Justice/Law Enforcement and a Master of Arts degree in Organizational Leadership. He is also a graduate of the Northwestern University Traffic Institute, School of Police Staff and Command and a graduate of the esteemed Senior Management Institute of policing sponsored by the Police Executive Research Forum.

Assistant Chief Godbee holds several memberships in the community. He is Co-Pastor of Cleansing Springs Missionary Baptist Church; President of the National Organization of Black Law Enforcement Executives – Detroit Chapter; member of the Police Executive Research Forum, the International Association of Chiefs of Police; and the Council of Baptist Pastors of Metro-Detroit area.

Phillip Atiba Goff, Ph.D.

Dr. Goff is a highly committed scholar and researcher with a passion for asking questions that break new ground. He also has a keen desire to inform and shape public policy issues with scientific findings, which is as admirable as it is unusual for a young investigator.

He is the Co-Founder of the Consortium for Police Leadership in Equity. He began this initiative by working with the Denver Police Department to uncover factors in biased policing. Having gained access to Internal Affairs data and other sensitive information, his research has involved testing officers for racial bias among other factors (i.e., stereotype threat and insecure masculinity) and linking the officers' test results to their individual internal affairs records (including their history of police brutality). This research is particularly important because it constitutes the first research to investigate police brutality using the actual statistics kept by the department. His preliminary research has demonstrated that although racial bias plays an important role in racially biased policing, factors unrelated to racial bigotry, such as masculinity threat and threat of being perceived as racist, play an equally important role. By investigating factors beyond prejudice, he has begun to pinpoint important elements that contribute to the unequal delivery of police services across racial communities.

Dr. Goff's efforts have already led to an improved training plan for the Denver Police Department. Moreover, several large metropolitan police departments have recently decided to allow Dr. Goff similar access in an effort to improve the delivery of racially equitable policing and promote a culture of increased transparency and accountability.

Jennifer Gomez

Jennifer Gomez has been a Police Performance Auditor for the LAPD Office of the Inspector General (OIG) for 4 years, serving in the role of Project Manager over various audits and reviews covering the areas of Non-Categorical Uses of Force, Complaints, Ethics Enforcement Section "Sting" Audits, Confidential Informants, Gang Units, and others. Prior to that, Jennifer spent five years as an internal auditor with the County of Los Angeles. Jennifer holds a Bachelors Degree in Accountancy from California State University at Northridge. Jennifer was a guest speaker on the panel "Police Performance Auditing" at the 2007 and 2008 NACOLE Conferences.

Sheriff Greg Hamilton

Sheriff Greg Hamilton (Austin, Tx- Travis County) was sworn in on January 1, 2005, and is serving his second term as the Travis County Sheriff, which includes several neighboring communities to the City of Austin.

Greg Hamilton, was born and raised in Central Texas and received a degree in Criminal Justice from Southwest Texas State University (SWTSU). After working as a Corrections Officer II from 1983 to 1984 with the Texas Department of Criminal Justice he relocated to Austin, Texas to begin a career as a Senior Corrections Officer and Deputy Sheriff for the Travis County Sheriff's Office (TCSO) from 1985 to 1994. In 1994, Greg Hamilton was appointed Chief of Enforcement at the Texas Alcoholic Beverage Commission (TABC). He made his first run for public office in 2004 and was elected as the Sheriff of Travis County. Greg Hamilton took office in January of 2005 and has recently been re-elected as Sheriff.

On a daily basis, through Greg Hamilton's leadership and guidance TCSO reaches out to the entire community to become a part of preventing crime and keeping the community safe. TCSO continues to expand its standards for community policing and to maintain a professional corrections team that insures an efficient and secure jail. One focus of Greg Hamilton's is promoting programs to inmates that can help them move toward success in the world of work and personal stability, which can be a challenge from the moment an individual is incarcerated in jail. Moreover, by joining with the National Crime Prevention Council in a one of a kind effort called "Building Bridges Brick By Brick," he has connected community, business, media, government and faith-based leaders together to work on issues important to the community, thus bringing positive change to Travis County.

James Harrington

Born in Lansing, Michigan, Jim Harrington received his law degree in 1973 from the University of Detroit, from where he also had earned a Master's degree in philosophy (1969). Upon graduation from law school, Harrington worked ten years as Director of the South Texas Project in the Rio Grande Valley, near McAllen. Much of his legal work there involved asserting the rights of farm laborers and poor people in Valley, especially its colonias. He handled major cases involving police brutality, discrimination, and United Farm Workers organizing.

Harrington moved to Austin in 1983 to become Legal Director of the Texas Civil Liberties Union Foundation, Inc., a position he held for seven years. During this time, he litigated ground-breaking cases involving free speech, privacy, and equal rights for farm workers. He also helped organize the East Austin Pro Bono Clinic.

In 1990, Harrington founded the Texas Civil Rights Project, a statewide community-based, non-profit civil rights foundation that promotes social, racial, and economic justice and civil liberty, through the legal system and public education, for low income and poor persons. The Project has offices in Austin, El

Paso, San Juan, Houston and Odessa. Additionally, Harrington worked two years as director of the ADA National Backup Center, and traveled to more than twenty states and U.S. territories organizing ADA litigation and enforcement campaigns like those he organized in Texas, for Advocacy (June 1993 to November 1994).

Under Harrington's guidance, the Texas Civil Rights Project has published a human rights reports on Texas, which have dealt with such issues as: pervasive racial and ethnic discrimination by Anderson County law enforcement; hate crimes in Texas; accessibility of courthouses and courtrooms in Texas for people with disabilities; peer sexual harassment in Texas schools; the employment practices of the Texas Supreme Court and Court of Criminal Appeals.

During his career as a lawyer, Harrington has sought redress in state and federal courts in order to protect individual rights and liberties. He is author of *The Texas Bill of Rights: A Commentary and Litigation Manual*, myriad law review articles, a wide assortment of op-ed pieces, and various book reviews.

Harrington has served on human rights delegations to Honduras and Nicaragua (1984), Chile (1987), Israel and Palestinian territories (1988), Guatemala (1992 and 1998), and México (Chiapas 1999). In October 2008, he spent two weeks in Turkey as part of an interfaith delegation.

Harrington is also adjunct professor at University of Texas Law School (and formerly at Saint Mary's University Law School). He has received numerous awards and honors for his public service and assistance to the poor.

Joyce M. Hicks

Joyce M. Hicks is the Executive Director of the San Francisco Office of Citizen Complaints (OCC), a position she has held since November 2007. The OCC was created by a voter-initiated amendment to the San Francisco City Charter (section 4. 127) in 1981 and placed under the direct supervision of the Police Commission in 1983. The mission of the OCC is to conduct prompt, fair and unbiased investigations of civilian complaints of police misconduct or failure to perform a duty by members of the San Francisco Police Department. The OCC is also charged with making policy recommendations to the San Francisco Police Department on its policies and practices. The OCC receives and resolves approximately 1000 complaints each year. The OCC's 35-member staff is comprised of civilians who have never been police officers in San Francisco.

Ms. Hicks was the Executive Director of the City of Oakland Citizens' Police Review Board from 2003 to 2007. The CPRB hears citizens' complaints of police misconduct. She directed a staff that provides administrative support to a twelve-member board and she also mediated citizens' complaints of police misconduct. The CPRB staff conducts investigations of police misconduct, presents cases to the board in a quasi-judicial setting and recommends policies to improve police/civilian relations

Ms. Hicks also served the City of Oakland as one of two Chief Assistant City Attorneys when for thirteen years, from 1987 to 2000, she managed the City Attorney's Advisory Division. Ms. Hicks began her legal career in the Oakland City Attorney's Office in 1977.

Ms. Hicks obtained her Juris Doctorate from the University of California Berkeley Law School, Boalt Hall, and her BA in Government from Pomona College, Claremont, California. Ms. Hicks is Immediate Past Chairperson of the Lawrence Hall of Science Advisory Council, a member of the International House of Berkeley board of directors, a former trustee on the board of the UC Berkeley Foundation and a past co-chairperson of the California State Bar Council of State Bar Sections.

Sgt. Kitty Hicks

Sgt. Kitty Hicks is currently Travis County Sheriff's Department Crisis Intervention Team Supervisor. The CIT is a unit of Mental Health Deputies who respond to mentally ill people in crisis due to either suicidal or homicidal ideations and or people who have deteriorated to get them the help they need. The unit also tries to divert the consumers from the jail system and into a hospital if needed. Sgt. Hicks was a CIT deputy on the streets for 7 years and has been a supervisor at Travis County Correctional Complex in Building Three as well as a supervisor over the Classification Section for the Jail. She has been with the department since November 1989.

Kameron Johnson

Kameron D. Johnson is the Chief Juvenile Public Defender for Travis County Texas. He received his juris doctorate from The University of Texas School of Law and an undergraduate degree from the University of Houston. Licensed to practice by the Texas Supreme Court he is also licensed in the United States Supreme Court, Fifth Circuit, and the Western and Southern District Courts of Texas. Kameron Johnson is board certified by the Texas Board of Legal Specialization in both criminal law and juvenile law. He is also a former adjunct professor at The University of Texas School of Law where he has taught juvenile law and trial and appellate advocacy. He currently serves on the Juvenile Law Section Council, Juvenile Exam Commission and Legal Services to the Poor committee for the State Bar of Texas. Kameron also serves on various boards in the areas of juvenile law, criminal justice and indigent defense.

Tracie Keesee

Tracie Keesee is a law enforcement professional with a strong background in administration for the City of Denver Police Department where he currently serves as the Division Chief of Research, Training and Technology. Here she is responsible for the development and implementation of division strategic plans and performance goals as well controlling grant funds addressing crime prevention technology and training. She is also the Executive Director of Operations the Research Consortium for Police Leadership in Equity (CPLE), a research consortium that promotes police transparency and accountability by facilitating innovative research collaborations between law enforcement agencies and world-class social scientists. Through these facilitated collaborations, the Consortium seeks to improve issues of equity—particularly racial and gender equity—in policing both within law enforcement agencies and between agencies and the communities they serve.

Division Chief Keesee earned her Bachelor of Arts from the Metropolitan State College of Denver, Master of Arts in Criminal Justice from the University of Colorado and her Doctor of Philosophy Intercultural Communications from the University of Denver.

Alvin J. LaCabe, Jr., Esq.

As Manager of Safety for the City and County of Denver, Al LaCabe serves as the civilian Department Head responsible for approximately 1450 Denver Police Officers, over 900 Denver firefighters, over 750 Deputy Sheriffs and over 600 civilian employees. The Manager's Office administers the Department's Community Corrections Program; Pre-Trial Service and Electronic Home Monitoring Programs, the Safe City Program, the Safety Office of Policy Analysis, the Crime Prevention and Control Commission, the Recruitment Office, the Combined Communications Center (Denver 9-1-1) and the Public Safety Cadet Program. The Manager of Safety's Office is responsible for overseeing the budget of all safety agencies which is approximately \$400,000,000 and represents about 45% of the total budget of the City and County of Denver. The Manager makes the final hiring and disciplinary decisions as to all uniformed members of the Department of Safety and pursuant to Denver City Charter, performs the duties of Sheriff of Denver County.

Since being appointed to Office in August, 2003, Mr. LaCabe has headed or participated in Task Forces and other processes to revise the Police Department's Use of Force policy, gain voter approval for a new Denver Justice Center which will house the Denver Criminal Courts and pre-trial inmates, increase professionalism on the Sheriff Department, create the Office of the Independent Monitor, and revise recruitment practices which have resulted in increased minority hirings. Since December of 2004, Mr. LaCabe headed the Manager's Disciplinary Advisory Group process which has led to a revision of the Denver Police Department disciplinary process and the creation of a matrix-based discipline system that was implemented on October 1, 2008. A newly formed task force is currently looking into creating a similar matrix-based system for the Denver Sheriff Department.

Al LaCabe brings over three decades of law enforcement and legal experience to his position as Manager of Safety. Starting in 1970, he has served as a Patrol Officer and Investigator with the New Orleans Police Department, a Criminal Investigator with the Denver District Attorney's Office, an Agent of the Colorado Bureau of Investigation, Deputy and Chief Deputy District Attorney in the Denver District Attorney's Office, an Assistant United States Attorney for the District of Colorado where he was Chief of the Narcotics and Violent Crime Section and the Organized Crime Drug Enforcement Task Force, and as Of Counsel with the Denver law firm of Davis, Graham and Stubbs.

Mr. LaCabe has had extensive local and nation-wide teaching experience as a member of the faculty of the National College of District Attorneys where he was awarded the Distinguished Faculty Award and as Adjunct Instructor at the University of Denver College of Law. He has lectured at prosecution and law enforcement seminars across the country and continues to teach at the Denver Police and Denver Sheriff Academies.

Mr. LaCabe received his Bachelor's degree with honors from Loyola University of New Orleans in 1972 and his Juris Doctorate degree from the University of Denver College of Law in 1979. He is a member of the American College of Trial Lawyers.

Mr. LaCabe is a veteran of the United States Marine Corps having served from 1964 to 1968.

Kenneth Lee, M.D.

Dr. Kenneth Lee is the Chief of Spinal Cord Injury Division at Zablocki VAMC, Milwaukee WI and Assistant Professor in the Department of Physical Medicine and Rehabilitation at the Medical College of Wisconsin. Dr. Lee joined the Army in 1986 and currently holds the rank of Colonel in the Wisconsin Army National Guard with the duty assignment of State Surgeon.

As an Iraqi war veteran, Dr. Lee's personal history provides a strong connection to the Veterans he serves. In November of 2003, while stationed in Iraq as commander of a Wisconsin Army National Guard medical battalion, Dr. Lee was severely injured in a Baghdad car bombing. Dr. Lee was MEDEVAC to Lahnstuhl, Germany for his initial care and then transferred to Walter Reed Army Medical Center in Washington, D.C. He sustained multiple shrapnel and traumatic brain injury during this incident. For his military service, Dr. Lee was awarded the Purple Heart, the Meritorious Service Medal, two Army Commendation Medals, and an Army Achievement Medal.

In addition to his military and medical services, Dr. Lee participates in numerous community activities. He serves as the team physician for the Milwaukee IRON QUAD Team, he is the medical director for the Racine County Special Weapons and Tactic Team (SWAT), and is the National Surgeon for the Military Order of the Purple Heart. He also serves as a national physician for the National Veterans Wheelchair Games and Disabled Veterans Winter Sports Clinic. For his community and military service, Dr. Lee was awarded the Milwaukee County Veteran of the Year Award in 2008.

Bill Lewinski, Ph.D.

Dr. Bill Lewinski is the co-founder and executive director of The Force Science Institute, which was launched in June 2004 and is headquartered in Mankato, Minnesota. He also runs the Force Science Research Center, based at the University of Minnesota, Mankato and directed by the Institute. The mission of the Institute and the Research Center is to scientifically determine and fully understand the true dynamics of force encounters – what *actually* happens between officers and offenders in fluid, rapidly unfolding, life-or-death confrontations.

Dr. Lewinski has a Ph.D. in police psychology, a subject he has studied for more than three decades. He is a full professor in the Law Enforcement Program at Minnesota State University, Mankato where until recently he taught full-time for more than two decades.

He has interviewed more than 1,000 officers who have been involved in deadly force incidents and he has conducted groundbreaking research that sheds light on the little understood and often ignored realities of deadly force encounters. This information has saved officers' lives on the street and has prevented some from going to prison when they were wrongly accused of criminally using deadly force.

Force Science Institute findings combined with Dr. Lewinski's expert courtroom testimony have made a dramatic impact on some of the highest profile use-of-force cases in the U.S. and the United Kingdom. His research has been published in numerous national law enforcement publications, Web sites and e-newsletters. Additionally, the work for The Force Science Institute is frequently cited in law enforcement training articles and classes worldwide.

Eileen Luna-Firebaugh, Ph.D.

Eileen Luna-Firebaugh is Associate Professor of American Indian Law and Policy at the University of Arizona. She is Choctaw and Cherokee. Prof. Luna Firebaugh is an attorney and a member of the California bar. She also holds an MPA from the Kennedy School at Harvard University, where she was awarded the John B. Pickett Fellowship in Criminal Justice for her work in civilian oversight. She has been a visiting professor of law at the Indigenous Law Institute of the University of New South Wales in Sidney Australia, at the Native Nations University in Regina, Saskatchewan, and at Princeton, University.

Prof. Luna-Firebaugh is an Associate Justice of the Colorado River Tribes Appellate Court. She is a faculty member of the National Tribal Trial College, funded by the U.S. Department of Justice, to train tribal police, judges, prosecutors, and advocates. She is a consultant and technical assistant to cities interested in establishing or evaluating civilian oversight of law enforcement agencies.

Prof. Luna-Firebaugh worked in the field of Civilian oversight of law enforcement for almost 15 years. During this time she was the Director of the Berkeley Police Review Commission, the Chief Investigator and Acting Director of the San Francisco Office of Citizen Complaints, and the Chief Executive Officer for the Citizens Law Enforcement Review Board for the County of San Diego. She was appointed by U.S. Attorney General Reno to the National Citizen Advisory Panel of the U.S. Immigration and Naturalization Service, which established complaint investigation and prosecution rules and protocols for Immigration and Border Patrol officers. Prof. Luna-Firebaugh is the author of "Tribal Policing: Asserting Sovereignty, Seeking Justice," from the University of Arizona Press and of many journal articles and chapters on civilian oversight, tribal administration and policing.

Gary McCaskill

Gary McCaskill holds an undergraduate degree from California State University Long Beach and graduate degree from California Lutheran University. Mr. McCaskill joined the Ventura Police Department in 1970 where his assignments included patrol, traffic, detectives and internal affairs. As Mr. McCaskill rose in the

ranks of the police department, he had the responsibility to manage the Professional Standards Bureau, Investigations, Information Technology, Communications and Finance. Mr. McCaskill retired in 2003 at the rank of Assistant Police Chief. After working in the private sector, Mr. McCaskill joined the Office of the Inspector General in 2008.

Teresa Magula

Ms. Magula is a Special Investigator II for the Office of the Inspector General, where she analyzes and reviews Department policies, procedures, and investigations, including uses of force. Teresa also works on special projects as directed by the Police Commission. Prior to joining the OIG, Teresa was an economist at the Milken Institute and a Senior Consultant for Deloitte Consulting, where her work focused largely on risk assessments and public sector business process reviews. Teresa has also worked as a policy consultant to various public agencies and political campaigns. Teresa has a Master's Degree in Public Policy with concentrations in Drug and Crime Policy and a Bachelor of Arts in Sociology from the University of California, Los Angeles.

Lisa Moore

Lisa Moore is the Director of Education for NAMI Texas: Family to Family, Peer to Peer, In Our Own Voice, NAMI Connection, Visions for Tomorrow, Visions for Tomorrow Professional In-Service, Great Minds Think Alike, and Partnerships curriculums. She oversees the development and implementation of these educational programs, and provides assistance to NAMI Texas affiliates who are offering these programs in their communities or who wish to do so. In addition, she assists in the educational development for new NAMI affiliates throughout the state of Texas.

She moved to Austin and took this position after completing her Masters in Clinical Psychology with an emphasis in Marriage and Family Therapy at Pepperdine University. While in California, she worked as a therapist intern at an inpatient psychiatric hospital and as a Relationship Educator for the University's Center for the Family.

Lisa's passion for working with those suffering from severe mental illness and the chronic homeless population began early in life. During her time in Austin she has volunteered for the Salvation Army, Self Help and Advocacy Center (SHAC) and the Push Up Foundation. She also serves as the NAMI Austin Board President. Lisa continues to strive for improving the lives of those with mental illness, as well as their family members. She is excited by the changes she has seen at the local, state, and national levels, and is optimistic about the improvements to come.

Stephen Muffler

Stephen Muffler has been an attorney and member of the Florida Bar since 1993. He graduated with a B.S. in Administration of Justice from University of Miami. Mr. Muffler received his J.D. from Nova Southeastern University and a Masters of International Law LLM from University of Miami. He is a member of Alpha Phi Sigma Criminal Justice Honor Society, Phi Delta Phi International Legal Honors Society, and subscribing member of the Police Executive Research Forum (PERF). Mr. Muffler has written numerous published articles on policing and public administrative law topics such as combating the Russian Mafia, police operating policies and fighting corruption of international governmental bodies. He has taught law and ethics in four countries and currently is an adjunct professor teaching public administrative law, business law and ethics to MBA and doctoral students at Nova Southeastern University. Mr. Muffler was the former chairman for five years of the City of Fort Lauderdale's Citizen Review Board and former legal assistant to the Florida Bar assisting in the investigation and prosecution of disciplinary sanctions against Florida Bar members for violating ethical codes of conduct. Mr. Muffler is currently the Executive Director of the City of Key West's Citizen Review Board who's term expires in September 2010.

Kathryn Olson

Kathryn Olson is the Director of the Seattle Police Department's Office of Professional Accountability. She is a civilian appointed by the Mayor and confirmed by the City Council, reports directly to the Chief of Police and sits on his Executive Command Staff. As OPA Director, Ms. Olson oversees the intake, classification, and investigation of complaints of police misconduct, certifies investigative findings, and makes recommendations on disposition and discipline to the Chief. She issues regular reports on trends observed in complaints processed by OPA and makes recommendations concerning policy and training to enhance police professionalism. She is committed to promoting transparency and accountability throughout the Department and encourages strong police-community relations.

Ms. Olson's background is as a labor and employment attorney. She obtained her undergraduate degree in Applied Behavioral Sciences from the University of California, Davis, and her Juris Doctorate degree from Case Western Reserve University Law School. She initially worked as an attorney with the Women's Law Fund in Cleveland, Ohio, and then as the Assistant Director of the Fair Employment Practices Clinic and Lecturer in Law at Cleveland-Marshall College of Law. Kathryn joined the Equal Employment Opportunity Commission in 1991, eventually serving as the Supervisory Trial Attorney in the Seattle Field Office, where she oversaw attorneys and support staff in enforcing civil rights laws in Washington, Oregon, Alaska, Idaho, and Montana. Her responsibilities included managing investigations and litigation alleging violation of Title VII, the Age Discrimination in Employment Act, the Equal Pay Act, and the Americans with Disabilities Act. Kathryn is a certified mediator and has made numerous presentations on labor and employment issues, and topics related to civilian oversight of law enforcement.

Liana Perez

Liana Perez was selected as the City of Tucson's first Independent Police Auditor in 1997. The position was created by Tucson's Mayor & City Council following an intense community dialogue concerning law enforcement's accountability to the citizens of Tucson. Ms. Perez was entrusted with the tasks of developing, implementing and maintaining a credible, fair and equitable review process of citizen complaints of police misconduct. She promotes public awareness of the process by conducting community outreach, focusing on issues and projects that enhance the relationship between the community and the police department. Ms. Perez is a member of the National Association of Civilian Oversight of Law Enforcement and the Hispanic Professional Action Committee.

Ms. Perez also serves as the Director of the City of Tucson's Office of Equal Opportunity Programs. She has a degree in Business Administration from Pima Community College and attended the University of Arizona.

Captain Kris Pitcher

Captain Kris Pitcher is a 22-year veteran of the Los Angeles Police Department and has been a commanding officer for nine years. He has commanded both patrol and specialized divisions and has been the commanding officer of the Department's Force Investigation Division (FID) for the last three years.

Force Investigation Division has the responsibility of investigating the Department's most critical use of force (UOF) incidents including officer involved shootings (OIS), in custody deaths and all serious force-related incidents resulting in the hospitalization of the suspect. As the commanding officer of FID, Captain Pitcher has personally reviewed, supervised, monitored and approved hundreds of administrative and criminal use of force investigations from the field to adjudication presentations.

He has also provided UOF investigative consultations to numerous law enforcement organizations across

the nation and has taught the subject of OIS investigations at the International Association of Chiefs of Police annual conference, the Institute for Law Enforcement Administration's UOF conference, Police Officer Association of Los Angeles County Ultimate OIS Seminar and to numerous law enforcement agencies throughout California.

He currently teaches at the Los Angeles Police Department's three-day California Peace Officer Standards and Training approved OIS School which he helped to develop with other FID colleagues to provide investigative assistance to law enforcement agencies across the country.

He possesses a Bachelor of Arts Degree in Political Science, a Masters of Public Administration Degree, is a Certified Litigation Specialist by Americans for Effective Law Enforcement and is certified by the Force Science Research Center at Minnesota State University in force science application and principles.

He has also authored several law enforcement-related articles in national magazines including, "Effective OIS Investigations" in Law and Order Magazine in 2008.

Sue Quinn

Sue Quinn began her professional career in California's Criminal Justice System in 1973. Since 1982 she has performed internal or external oversight and designed, delivered and evaluated training for law enforcement and corrections officers and the public. Her past positions include the following: San Diego County Probation Training Administrator (1982-1992); Civilian Oversight Special Investigator and Executive Officer (1992-1997); NACOLE Board Member (1997-2006). She served as NACOLE's first elected President (2000-2002), and was on NACOLE's Board from 1997 to 2006. While on the board, she initiated and maintained the ListServe of police oversight and reform articles; the Electronic Resources for oversight professionals and those jurisdictions exploring the establishment of oversight; NACOLE Newsletters; Conference Trainings on the conduct of oversight investigations; models of oversight; Annotated U.S. Oversight Roster.

In 1992 Quinn was one of two oversight professionals who opened San Diego County's Citizen's Law Enforcement Review Board, or "CLERB," an external oversight model with independent investigative and subpoena powers to investigate citizen complaints and all deaths occurring in connection with actions of San Diego County law enforcement or corrections officers.

Quinn authored these civilian oversight resource documents: The Compatibility of Community Policing and Civilian Oversight (1997); Driving While Black: A National Problem (1999); Investigation, Monitoring and Review of Complaints: A Practitioner's Case Study Guidelines (1999); Varieties of Oversight: Similarities, Differences and Expectations (2000, 2003,2005); Mediation Chapter in American Bar Association publication, Civilian Oversight, 2006.

Quinn participated in various US and International Oversight projects, specifically: In Guerrero, Mexico, she was one of six international experts addressing the "Civil Monitor of Police in Guerrero" Conference (2007). As a consultant for the Police Assessment and Resource Center, Los Angeles, PARC, she was a member of the teams of oversight professionals involved in reviews of uses of lethal force by the Portland, Oregon Police Bureau and Denver, Colorado Police Department (2006-2008). From 2001 to 2002 she was a Member of the California Attorney General's Blue Ribbon Commission on S.W.A.T; and in 2000-2001 she was a Member of the City of San Diego Police Use of Force Task Force.

Sue Quinn lives in San Diego where she conducts assessments of torture victims who have applied for Asylum in the U.S.

Richard Rosenthal

Richard Rosenthal is the Independent Monitor (IM) for the City and County of Denver, Colorado. The IM monitors the Denver Police and Sheriff Department's Internal Affairs Bureaus and monitors officer-involved shooting and in-custody death investigations. The Monitor makes recommendations regarding the imposition of discipline and conducts audits of police policy issues.

From 2001-2004, Mr. Rosenthal worked as the first Police Auditor for the City of Portland, Oregon. As the Director of the Independent Police Review Division (IPR) of the City Auditor's Office, Mr. Rosenthal acted as an independent police auditor-monitor-ombudsman, reporting directly to the elected City Auditor.

From 1986-2001, Mr. Rosenthal was a Deputy District Attorney for the County of Los Angeles. Mr. Rosenthal specialized in the investigation and prosecution of financial crimes and public corruption. Mr. Rosenthal is credited with uncovering the LAPD Rampart scandal and acted as the liaison between the Los Angeles Police Department's Internal Affairs Division and the District Attorney's Rampart Task Force during the investigation into the LAPD Rampart Scandal.

Mr. Rosenthal has been an Adjunct Professor, lecturer and facilitator for numerous organizations including: the University of Colorado at Denver's Graduate School of Public Affairs, Portland State University, Loyola Law School, the National Association for Civilian Oversight of Law Enforcement (NACOLE), the National White Collar Crime Center (NW3C), and the California District Attorney's Association (CDAA). Mr. Rosenthal has been on the Board of Directors for NACOLE since 2005 and presently serves as the Treasurer of that organization.

Mr. Rosenthal received a Bachelor of Arts with Majors in Economics and History from the University of California, Berkeley in 1983 and Juris Doctor from the University of California Berkeley (Boalt Hall School of Law) in 1986.

Debbie Russell

Debbie Russell is a community activist/organizer specializing in coalition-building efforts in an effort to develop community-based solutions to social problems as well as to achieve a more inclusive, open government. She's been a founding member of: the Austin Democracy Coalition, Austin Against War, the Austin Center for Peace & Justice, the Austin Bill of Rights Defense Committee, the Austin Spokescouncil, Texas Globalization Education Fund, CodePink-Austin, Eco-Austin, Better Austin Today PAC, Austin Public Safety Solutions, the "Aug. 11th Coalition" (a broad base of groups seeking inclusion in the 2006/07 Austin police chief selection process) and of a national web-based campaign: STAT!/Stop Taser Abuse Today. She's been the past secretary of Peace Action-TX, served on the City of Austin's Urban Forestry Board and most recently, on its Public Safety Task Force (and is an applicant for its new incarnation as a commission). She's worked for / contracted with a variety of entities including: Texas Fair Trade Coalition, Greater Edwards Aquifer Alliance, Save Our Springs Alliance, Free Press, Public Citizen-TX, Capitol City Solutions, Austin EcoNetwork and Special Events Management. She has also worked on both issue and candidate campaigns at a local, state and national level (for US Rep. Ciro Rodriguez and as state coordinator for Ralph Nader's 2004 and 2008 presidential campaigns). Debbie currently serves as president of the board of the Central Texas chapter of the ACLU-TX; as well serving on the ACLU-TX's Legislative Lobby Team. On August 1, 2009 at its membership meeting, the ACLU-TX will grant Debbie with their first-ever "Outstanding Volunteer" award.

Django Sibley

Django Sibley holds an undergraduate degree from the University of Liverpool and a graduate degree from the University of Southern California. In his undergraduate and graduate studies, Mr. Sibley

conducted extensive research regarding police-community relations and crime control. Mr. Sibley began his professional career as a police officer in Hull, England, and later worked for the Los Angeles-based Police Assessment Resource Center. Upon joining the Office of the Inspector General in 2004, Mr. Sibley served as a Special Investigator assigned to the Use of Force Section, which oversees the Los Angeles Police Department's investigation and adjudication of categorical use of force incidents. Mr. Sibley assumed the position of Assistant Inspector General in 2007 and currently heads the Use of Force Section.

Marcos Soler

MARCOS SOLER is the Director of Research and Strategic Initiatives for the New York City Civilian Complaint Review Board (CCRB) since 2001. His responsibilities include strategic planning, budget forecasting, policy analysis, research, database management and public reporting. He has presented his research on civilian oversight of law enforcement in domestic and international forums.

Marcos is an adjunct professor of Government at the John Jay College of Criminal Justice (City University of New York), where he regularly teaches courses on judicial policies, civil rights and civil liberties, and constitutional politics.

Marcos began his education in Europe pursuing first degrees in law and philosophy and gaining later graduate degrees in law and society (MA), legal theory (LLM), and jurisprudence (Ph.D.). He continued his education in New York and earned a master's degree in management and policy analysis. He is currently a Ph.D. candidate in political science at The New School (New York) and expects to complete his dissertation this year. He is also a graduate of the New York City Leadership Institute,

Kesha Taylor

Kesha D. Taylor was appointed as Chief Investigator of the Office of Police Complaints in March 2007. Prior to accepting this position, Ms. Taylor served as the Assistant Chief Investigator of this agency for four years.

Before joining Office of Police complaints, she worked with the Investigations Division of the Public Defender Service for the District of Columbia for seven years. While there, Ms. Taylor served as a staff investigator and as coordinator of the Internship Program. Ms. Taylor received her bachelor's degree from the University of Vermont and her master's degree from Cornell University.

Sam Walker

Samuel Walker is Professor Emeritus of Criminal Justice at the University of Nebraska at Omaha. He is the author of thirteen books on criminal justice, civil liberties, and police accountability. His most recent book is "The New World of Police Accountability" (2005). Although retired from teaching, he continues to work on issues related to citizen oversight of the police and police accountability.

The Honorable Craig Watkins

Craig Watkins, a Dallas native, was inaugurated on January 1, 2007, as the Criminal District Attorney (DA) for Dallas County, Texas. He is the first African-American elected to that position in Texas. As DA for Dallas County, his "smart on crime" philosophy engages innovative strategies throughout the prosecutorial process and seeks to address the root causes of why offenders commit crime. DA Watkins' interest in conviction integrity led to partnering with the Innocence Project of Texas to aid the wrongfully convicted.

District Attorney Watkins was educated in the local public school system, received a Bachelor of Arts degree in political science from Prairie View A&M University and a Juris Doctorate degree from Texas Wesleyan University School of Law.

He is a member of Friendship-West Baptist Church, Kappa Alpha Psi Fraternity Inc., Prairie View A&M University Alumni Association and is affiliated with several professional and civic organizations. Mr. Watkins has received numerous honors and awards for his outstanding accomplishments in the community from an array of organizations and groups.

Dallas Urban League Torch Award

One of Eclipse Magazine's "Super Lawyers" January 2007

District Attorney Watkins was featured in the March 5, 2007 issue of JET.

District Attorney Watkins was featured in the May 2007 issue of Ebony Magazine as one of THE EBONY POWER 150 as the next generation of African-American leaders.

Featured in the September 2007 issue of Texas Monthly

District Attorney Watkins' innovative strategies as the new DA in Dallas County have garnered him local, national and international attention from CNN, ABC's "Good Morning America," German TV, Dallas Morning News, New York Times, Washington Post, L. A. Times and Chicago Tribune, to name a few.

Commander Rick Webb

Commander Richard Webb joined the Los Angeles Police Department in June of 1979. As a police officer, he worked numerous assignments including patrol and Metropolitan Division. During the 1984 Summer Olympics he was a member of a team of specially trained counter assault team of officers dedicated to protecting the participating athletes from around the world.

After being promoted to sergeant in 1986, he was assigned to the 77th Community Police Station and Hollywood Community Police Station. Commander Webb was assigned to the Hollywood Vice Unit for approximately two years. While at Hollywood Vice, he was responsible for initiating and implementing realistic tactical training for plain-clothes police officers. After working in vice, he was assigned to the North Hollywood Community Police Station where he was directly involved in the implementation of community policing.

Interested in community policing, he had the opportunity to supervise the Reserve Corps police academy. The Los Angeles Police Reserve Corps is made up of volunteers from the community who volunteer to attend a police academy on their own time and then work as a volunteer police officer.

In April 1998, he was reassigned to the Office of the Special Assistant, Office of the Chief of Police to supervise the writing of the One City - One Police Department report.

In January 1999, he was assigned as the Officer in Charge of the Firearms and Tactics Training Section of Training Division. It was in that assignment that he gained expertise in training, lesson plan development, use of force, firearms training, less lethal munitions, tactics and chemical agents. While at Training Division, he had the opportunity to develop tactics and control methods for use during the Democratic National Convention. From January 2001 until July 2007, Commander Webb, then a Captain, was the commanding officer of the Use of Force Review Division. Currently, Commander Webb is the commanding officer of the Internal Affairs Group.

Jayson Wechter

Jayson Wechter is a member of the NACOLE Board of Directors and Co-Chair of its Professional Standards committee. Jayson's involvement with civilian oversight dates back to 1982, when he campaigned for the

creation of San Francisco's Office of Citizen Complaints (OCC). He began work at the OCC on its first day of operation in 1983 as one of its first supervisory investigators and helped shape many of its early policies and procedures.

Jayson has been a licensed Private Investigator for almost thirty years and is a Certified Legal Investigator and a Certified Criminal Defense Investigator. While in private practice, Jayson specialized in civil and criminal defense investigations and in internal personnel investigations for corporations and government agencies. In 1998, Jayson returned to the OCC where he has investigated officer-involved shootings and in-custody deaths (among many other cases), coordinated monitoring of police crowd-control activities and written training plans, performance appraisal factors and policy recommendations concerning officer-involved shootings.

Jayson is the author of a September 2004 report issued by the Police Professionalism Initiative of the University of Nebraska at Omaha, Investigating Citizen Complaints Is Different: The Special Challenges of Investigating Citizen Complaints Against Police Officers.

Diane Wilson

Diane Wilson is co-director of Texas Jail Project and comes from Seadrift, Texas. She started as an environmental activist on behalf of the San Antonio Bay. Her work on behalf of the people and aquatic life of Seadrift, Texas, won her several awards including: National Fisherman Magazine Award, Mother Jones's Hell Raiser of the Month, Louis Gibbs' Environmental Lifetime Award, Louisiana Environmental Action (LEAN) Environmental Award, Giraffe Project, Jenifer Altman Award, and the Bioneers Award. She has since become an international activist, an author, founding member of CODEPINK Women for Peace, and continues to lead the fight for social justice.

Organizational History:

In 1993, several members of the United States delegation to the International Association for Civilian Oversight of Law Enforcement (IACOLE) Conference in Cambridge, Massachusetts met to discuss issues of mutual concern relating to civilian oversight within the United States. The focus of the meeting was the creation of a national organization that would address these issues.

At the 1994 IACOLE Conference in Orlando, Florida, meetings were held among the United States attendees to the conference. Several teleconferences were held during the year to discuss issues related to the creation of a national organization. In April of 1995, a group of individuals met in Landover, Maryland and approved the Articles of Incorporation and preliminary By-Laws. The National Association for Civilian Oversight of Law Enforcement (NACOLE) was approved as the official name of the organization. NACOLE received its nonprofit, tax-exempt status, 501(c)(3), in 1999.

NACOLE recognizes that the majority of law enforcement's officers strive, often under dangerous and demanding circumstances, to carry out their duties in a restrained, lawful and professional manner. The United States, however, continues to have a growing crisis of police misconduct. NACOLE's goal is to be a catalyst in establishing adequate mechanisms to review, provide oversight, investigate questionable and unacceptable actions of law enforcement officers and to be a resource to existing agencies. NACOLE conducts an annual conference that provides citizens, practitioners of civilian oversight and law enforcement officials with the opportunity to dialogue and exchange information about civilian review and oversight.

Goals:

- Provide for the establishment, development, education and technical assistance of/for the civilian oversight of law enforcement.
- Develop an informational and educational clearinghouse and a publication resource for the public and organizations in the field of civilian oversight of law enforcement.
- Encourage the highest ethical standards in organizations that oversee law enforcement.
- Educate the public by developing mechanisms to enhance police and community relations and to educate and encourage law enforcement agencies to respond with sensitivity to citizens' complaints
- Encourage full racial and ethnic representation and participation in this organization and agencies overseen by its members.

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NACOLE MEMBERSHIP:

Membership in NACOLE is broken down in three basic categories:

- **ORGANIZATIONAL, \$300 Annually**

This category consists of Agencies who provide civilian oversight of law enforcement by Legislative or Executive mandate. These Agencies receive one transferable Regular Membership and nonvoting memberships for the members of the Board and staff.

- **REGULAR, \$150 Annually**

This category is for individuals who are not sworn law enforcement officers who serve or who have served as a Board or Commission member. It is also for the staff and Agencies who are mandated by Legislative or Executive authority to investigate and review complaints against law enforcement officers.

- **ASSOCIATE, \$100 Annually**

Those eligible for this category are those individuals concerned with the oversight of law enforcement. These members are able to participate in all NACOLE activities, including serving on committees, but are not eligible to vote or to serve as officers of the Organization.

MEMBERSHIP APPLICATION

- ☐ **Organizational Member, \$300**
Date of service or employment_____
- ☐ ☐ ☐ **Regular Member, \$150**
Dates of service or employment_____
- ☐ **Associate Member, \$100**

Please provide the following information:

Name Organization

Home Address Title

Home City, State, Zip Organization Address

Home Telephone (with area code) Organization City, State, Zip

FAX E-Mail Address

Are you a sworn member of a law enforcement agency?_____

Method of Payment:

Check_____	
Mastercard_____ Visa_____ Discover_____	
Card Number	Expiration Date
Signature	Amount Paid

Please make checks payable to NACOLE and forward with this form to Charles Reynolds, NACOLE Secretary, PO Box 396, Dover, NH 03821 or fax to 317.955.2899.

For questions, please contact us at 1-866-462-2653 or NACOLE@NACOLE.org

NACOLE CODE OF ETHICS

Preamble

Civilian oversight practitioners have a unique role as public servants overseeing law enforcement agencies. The community, government, and law enforcement have entrusted them to conduct their work in a professional, fair and impartial manner. They earn this trust through a firm commitment to the public good, the mission of their agency, and to the ethical and professional standards described herein.

The standards in the Code are intended to be of general application. It is recognized, however, that the practice of civilian oversight varies among jurisdictions and agencies, and additional standards may be necessary. The spirit of these ethical and professional standards should guide the civilian oversight practitioner in adapting to individual circumstances, and in promoting public trust, integrity and transparency.

Personal Integrity

Demonstrate the highest standards of personal integrity, commitment, truthfulness, and fortitude in order to inspire trust among your stakeholders, and to set an example for others. Avoid conflicts of interest. Conduct yourself in a fair and impartial manner and recuse yourself or personnel within your agency when significant conflict of interest arises. Do not accept gifts, gratuities or favors that could compromise your impartiality and independence.

Independent and Thorough Oversight

Conduct investigations, audits, evaluations and reviews with diligence, an open and questioning mind, integrity, objectivity and fairness, in a timely manner. Rigorously test the accuracy and reliability of information from all sources. Present the facts and findings without regard to personal beliefs or concern for personal, professional or political consequences.

Transparency and Confidentiality

Conduct oversight activities openly and transparently providing regular reports and analysis of your activities, and explanations of your procedures and practices to as wide an audience as possible. Maintain the confidentiality of information that cannot be disclosed and protect the security of confidential records.

Respectful and Unbiased Treatment

Treat all individuals with dignity and respect, and without preference or discrimination including but not limited to the following protected classes: age, ethnicity, culture, race, disability, gender, religion, sexual orientation, socioeconomic status or political beliefs.

Outreach and Relationships with Stakeholders

Disseminate information and conduct outreach activity in the communities that you serve. Pursue open, candid, and non-defensive dialog with your stakeholders. Educate and learn from the community.

Agency Self-examination and Commitment to Policy Review

Seek continuous improvement in the effectiveness of your oversight agency, the law enforcement agency it works with, and their relations with the communities they serve. Gauge your effectiveness through evaluation and analysis of your work product. Emphasize policy review aimed at substantive organizational reforms that advance law enforcement accountability and performance.

Professional Excellence

Seek professional development to ensure competence. Acquire the necessary knowledge and understanding of the policies, procedures, and practices of the law enforcement agency you oversee. Keep informed of current legal, professional and social issues that affect the community, the law enforcement agency, and your oversight agency.

Primary Obligation to the Community

At all times, place your obligation to the community, duty to uphold the law and to the goals and objectives of your agency above your personal self-interest.

The following oversight agencies have informed NACOLE's Professional Standards Committee that they have adopted the NACOLE Code of Ethics.

- Office of Police Complaints, Washington, D.C.
- Seattle Office of Professional Accountability
- The Office of the Independent Police Auditor, San Jose, California
- Office of the Independent Monitor for the City & County of Denver
- Citizen Oversight Board for the City & County of Denver
- Independent Review Panel, Miami, Florida
- Milwaukee Fire and Police Commission
- Office of the Police Auditor, Eugene, Oregon
- Civilian Review Board, Eugene, Oregon
- City of Richmond, California Police Commission

Please let us know if your agency has adopted the Code of Ethics by contacting the chairman of the Professional Standards Committee, Jayson Wechter (Jayson@well.com).